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WORKING CONDITIONS IN CANADIAN INDUSTRY



1959

ECONOMICS AND RESEARCH BRANCH,
DEPARTMENT OF LABOUR, CANADA

Canada. Dept. of Labour. Economics and Research
" Branch

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Government
Publications

WORKING CONDITIONS IN CANADIAN INDUSTRY, 1959

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Errata

On page 44, Table 7 items 1, 2 and 3 of the stub should read as follows:

- 1 Under 40 hours
- 2 40 hours
- 3 Over 40 hours

Hon. Michael Starr
Minister

A.H. Brown
Deputy Minister

[Ottawa, Queen's Printer, 1960]



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FOREWORD

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This report draws together in tabular form information on working conditions of employees in most Canadian industries. The information presented is secured from the Survey of Working Conditions conducted in the spring of each year by the Economics and Research Branch of the Department of Labour.

These surveys secure information on conditions of employment in manufacturing, mining, public utilities, transportation and communication, trade, finance and service. Employers in these industrial groups are asked to report on the practice in their establishments regarding standard hours of work, vacations with pay, statutory holidays, overtime provisions, pension and group hospital-medical plans, and other conditions of employment.

The report was prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, Department of Labour. Much of the credit for its production must be given to approximately 20,000 employers who co-operated in completing the survey questionnaire. To them we express our appreciation.

W. R. Dymond,
Director,
Economics and Research Branch,
Department of Labour.



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TECHNICAL NOTES

1. The term "working conditions", as used in the present survey, designates those conditions of employment other than wages or salaries which enter into the contracts, formal or informal, between workers and their employers. It does not refer to the physical conditions of the work place, such as ventilation, light, heat, work space or sanitation. The survey does not attempt to cover all items of working conditions each year. Those items such as hours of work, paid statutory holidays, and vacations, which together with rates of remuneration are important aspects of a worker's take home earnings, are dealt with each year; other items are dealt with less frequently.

Coverage and Scope of Survey:

2. The survey of working conditions is conducted by means of a mailed questionnaire. In the years 1953 to 1959, this questionnaire has been sent out as of April 1.

3. The mailing list upon which the 1959 survey was based was enlarged from approximately 14,000 establishments, covered in previous years, to approximately 20,000 establishments. The object of this enlargement was to bring the mailing list up-to-date in those industries previously covered, as well as to make provision for the collection of information in regard to certain industrial or commercial groups which had not previously been canvassed.

4. In most cases, the information collected from such industrial or commercial groups is published in the present report, the exceptions being those groups in which coverage and/or response has been inadequate for publication purposes.

5. To facilitate comparisons of working conditions with years prior to 1959 on the basis of similar establishment coverage, special tabulations have been prepared for establishments which were contained in the mailing list prior to its enlargement. The results of these tabulations appear in Column B of the various tables. Tabulations based on the enlarged mailing list appear in Column A. In 1960 and future years only statistics based on the expanded mailing list will be published.

6. On subjects which were surveyed for the first time in 1959, compilations have been made on the basis of the enlarged mailing list only.

7. In past years, the Working Conditions Survey was designed to cover a universe of establishments having fifteen or more employees. In fact, where the size of an establishment fell below 15 employees, it was usually retained in the expectation that its size would increase again. In the course of time a considerable accumulation of these small establishments resulted, and it was decided that in the processing of the data for 1959 and future years they will be eliminated. Such small establishments have not been included in the compilations given in Column A of the various tables. However, in order to provide a basis of comparison of 1959 data with that for previous years those smaller establishments, which have been included in earlier years, have again been included in the compilations given in Column B of the various tables.

Concepts and Definitions:

8. Employers are asked to submit reports for each of their "establishments". By "establishment" is meant an operating unit having an independent existence in the sense that it contains within itself all of the elements needed for the activities carried on. Thus, the establishment is, typically, a factory, mine, store or similar unit; while in most cases it is a separate firm, it should be noted that the term "establishment" is not necessarily synonymous with "firm" or "company". In some cases it is necessary for an employer to group information for two or more of his operating units on one survey return; in other cases it is necessary to complete separate returns for individual departments of his undertaking, although each may not be a separate entity in the usually accepted sense. For the sake of uniformity, therefore, the term "reporting unit" is used throughout this report.

9. Reporting units are classified on the basis of the industrial descriptions contained in the Standard Industrial Classification Manual of the Dominion Bureau of Statistics. Since some firms manufacture a variety of products or provide services of different kinds, there are cases where certain of the establishments of such firms are placed in different industrial classifications. Each reporting unit is requested to indicate on the questionnaire its specific activity or activities in order of importance by value of product or service. The whole unit is then classified according to the activity listed first.

10. For most subjects on the questionnaire, employers participating in the survey are asked to report separately for non-office and office workers. The term "non-office" is meant to include production, maintenance, technical and custodial workers. Non-office employees in manufacturing are referred to as "plant" workers. Clerical, administrative and professional workers are classed as office workers. In a few industries the division of employees differs somewhat. In retail trade, for instance, the groups are "sales", "office" and "other" employees, and in certain of the transportation groups, employers are asked to report separately for "operating", "office" and "other". Operating employees include drivers, crews, etc., while terminal employees, maintenance workers, warehousemen, etc., are classified under "other".

Compilation Procedure:

11. Returns are edited for errors and inconsistencies; the replies which they contain are then punched on mechanical tabulation cards. Information in regard to the various items is classified by industry and/or geographic area.

12. Prior to 1959, the information obtained from returns and transferred by punching to mechanical tabulation cards was compiled by means of mechanical data processing machines. The 1959 tabulations have been compiled through the use of an IBM 650 electronic computer. It is expected that this method of compilation will ultimately result in a substantial reduction of the time required to compile data, and hence enable publication of survey data at a considerably earlier date.

13. The setting up of the new compilation system ("programming") and difficulties in procuring electronic computer time has resulted in considerable delay in the present survey, but it is expected that these difficulties will not recur. The main advantage expected from the electronic computer method of compilation as compared with previous methods is that it will be possible to undertake more varied tabulations with the data. It is anticipated that a large number of refinements in the interpretation of data will be made possible through the use of the electronic computer.

Tabular Presentation:

14. The statistics in the tables in this report are, for the most part, in the form of frequency distributions of employees according to the conditions reported by the reporting units in which they are employed. Exceptions to the distributions of employees noted above are (1) the distributions of reporting units given in Tables 1 and 2 and (2) the percentages of reporting units which have collective agreements given in each of the tables.

15. The data relating to collective agreements, presented for the first time in this series, refer to collective agreements with organizations coming within the scope of the directory section of the 1959 edition of "Labour Organizations in Canada".

16. Tables 1 and 2 give information for 1958 and 1959 whereas the remaining tables deal with 1959 only.

17. Employers who respond to the survey questionnaire, are requested to report on working conditions as these apply to the majority of their employees, in each of the classes enumerated above. For this reason it cannot be deduced, for instance, from Table 1 that 66 per cent of the non-office employees in manufacturing in Canada as covered by the 1959 (complete mailing list) survey, work a standard schedule of 40 hours per week. It could be said however, that 66 per cent of the non-office employees are in establishments in which the 40 hour week is the standard schedule for the majority of non-office employees. Similarly, in Table 1, 66 per cent of the total are in plants reporting pension plans for non-office employees; this does not necessarily mean that this percentage of employees is covered by such plans.

18. For manufacturing, the largest industrial group covered by the survey, distributions are given for both non-office and office employees by province and by its major groups. An additional industrial distribution of the figures for non-office employees is given in Table 5. In this table, the columns with italicized headings contain information for selected smaller sub-divisions of manufacturing. These sub-divisions are shown immediately to the right of the major group of which they form a part.

Confidential Nature of Survey:

19. Information received by the Department of Labour from respondents to the Survey of Working Conditions is given on a confidential basis, and is used only for the compilation of statistical totals; care is exercised to avoid revealing the identity of any individual respondent. More detailed distributions of the information contained in the report, as well as information on industries not shown herein, may be available on request, subject to the limitations required to protect the confidential replies of participating employers.

Table 1. - MANUFACTURING - Canada - Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

	Reporting Units			Plant Employees		
	1959		1958	1959		1958
	A	B		A	B	
	%	%	%	%	%	%
Standard Work Week						
Under 40 hours	5	5	4	4	4	3
40 hours	49	50	48	66	68	67
Over 40 hours and under 44	9	9	8	9	9	9
44 hours	10	10	10	5	4	4
45 hours	10	10	10	8	7	8
Over 45 hours and under 48	3	3	3	1	1	2
48 hours	7	7	8	4	4	4
Over 48 hours	7	6	7	3	3	3
On a 5-day week	77	77	75	89	90	88
Vacations With Pay						
Two weeks	85	90	86	94	96	95
After: 1 year	30	31	29	23	23	23
2 years	16	17	15	14	14	14
3 years	16	18	17	28	29	28
5 years	19	20	21	26	27	28
Other periods	4	4	4	3	3	2
Three weeks	44	52	47	71	76	73
After: Less than 10 years	5	6	4	5	5	4
10 years	7	8	6	8	9	8
11 - 14 years	2	2	2	4	5	3
15 years	24	29	27	47	50	50
20 years	3	4	5	3	3	4
Other periods	3	3	3	4	4	4
Four Weeks	10	12	7	26	28	15
After: 25 years	7	9	5	22	24	11
Other periods	3	3	2	4	4	4
Paid Statutory Holidays						
89	92	89	95	97	97	97
1 - 5 days	13	11	12	10	9	10
6 days	8	7	7	7	7	6
7 days	11	10	10	9	9	11
8 days	40	44	43	52	54	52
9 days	13	15	13	14	15	15
More than 9 days	4	5	4	3	3	3
None or not specified	11	8	11	5	3	3
Practice When Holiday Falls -						
on a Saturday:						
Working day off	30	30		29	29	
Extra day's pay	14	15		25	26	
No recompense	29	30		29	29	
Not specified	27	25		17	16	
on a Sunday:						
Working day off	41	43		44	45	
Extra day's pay	15	16		22	24	
No recompense	26	26		24	23	
Not specified	18	15		10	8	

Table 1. — MANUFACTURING — Canada — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

	Reporting Units			Plant Employees		
	1959		1958	1959		1958
	A	B		A	B	
Pension Plans	%	%	%	%	%	%
Have plans	40	47	43	67	72	69
Employer makes contribution	39	45	39	66	71	63
No contribution or unspecified	1	2	4	1	1	6
No plan	43	39	31	24	21	21
Not specified	17	14	26	9	7	10
Group Life Insurance						
Have plans	71	78	74	88	91	90
Employer makes contribution	67	73	66	84	75	79
No contribution or not specified	4	5	8	4	16	11
No plan	20	16	10	8	6	5
Not specified	9	6	16	4	3	5
Cash Compensation for Wage Loss due to Illness						
Have plans	58	64	61	75	78	82
Employer makes contribution	54	58	52	69	71	70
No contribution or not specified	4	6	9	6	7	12
No plan	28	25	16	19	17	9
Not specified	14	11	23	6	5	9
Paid Sick Leave						
Have paid sick leave	36			30		
(a) as a stated condition of employment	10			14		
(b) at management discretion	28			18		
No sick leave	60			66		
Not specified	4			4		
Shift Policy						
Work regularly on a shift basis	32			64		
Do not work regularly on a shift basis	65			34		
Not specified	3			2		
Shift differentials paid	26			59		
Collective Agreements						
Percentage of reporting units having agreements	47	—	—	—	—	—
Percentage of employees covered by agreements	—	—	—	67	—	—
	No.	No.	No.	No.	No.	No.
Survey Coverage	7,902	5,882	6,240	819,401	739,120	758,424

Table 2. — MANUFACTURING — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

	Reporting Units			Office Employees		
	1959		1958	1959		1958
	A	B		A	B	
Standard Work Week	%	%	%	%	%	%
Under 37½ hours	29	30	29	27	27	26
37½ hours	22	24	22	42	43	41
Over 37½ hours and under 40	6	7	8	9	10	10
40 hours	26	23	22	18	17	19
Over 40 hours and under 44	4	4	4	2	2	2
44 hours	6	6	7	2	1	1
Over 44 hours	7	6	6	—	—	1
On a 5-day week	81	80	75	95	95	93
Vacations With Pay						
Two weeks	92	95	90	98	99	99
After: 1 year	66	71	67	89	91	89
2 years	15	15	14	6	5	6
3 years	4	3	3	2	2	1
5 years	5	4	4	1	1	2
Other periods	2	2	2	—	—	1
Three weeks	44	51	44	82	85	82
After: Less than 10 years	6	7	5	6	6	5
10 years	8	9	7	17	18	16
11 to 14 years	2	2	1	6	6	4
15 years	23	27	25	49	51	52
20 years	3	3	3	2	2	3
Other periods	2	3	3	2	2	2
Four weeks	11	14	8	32	34	20
After: 25 years	8	11	6	25	26	14
Other periods	3	3	2	7	8	6
Paid Statutory Holidays	93	95	89	99	99	98
1 — 5	8	5	5	2	2	2
6	6	5	5	3	2	2
7	11	10	10	8	8	9
8	45	48	45	58	59	58
9	16	19	17	23	23	22
More than 9	7	8	7	5	5	5
None or not specified	7	5	11	1	1	2
Practice When Holiday Falls —						
on a Saturday:						
Working day off	33	32		39	38	
Extra day's pay	4	4		3	3	
No recompense	40	41		48	49	
Not specified	23	23		10	10	
on a Sunday:						
Working day off	44	46		53	54	
Extra day's pay	5	4		3	3	
No recompense	35	35		37	37	
Not specified	16	15		7	6	

Table 2. — MANUFACTURING — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

	Reporting Units			Office Employees		
	1959		1958	1959		1958
	A	B		A	B	
	%	%	%	%	%	%
Pension Plans						
Have plans	43	51	45	82	85	83
Employer makes contribution	42	49	41	81	83	74
No contribution or unspecified	1	2	4	1	2	9
No plan	38	33	27	13	11	11
Not specified	19	16	28	5	4	6
Group Life Insurance						
Have plans	72	78	72	93	95	94
Employer makes contribution	68	74	65	90	91	82
No contribution or not specified	4	4	7	3	4	12
No plan	18	14	10	4	3	3
Not specified	10	8	18	3	2	3
Cash Compensation for Wage Loss due to Illness						
Have plans	48	51	49	54	53	63
Employer makes contribution	44	47	41	49	48	53
No contribution or not specified	4	4	8	5	5	10
No plan	35	34	24	37	39	26
Not specified	17	15	27	9	8	11
Paid Sick Leave						
Have paid sick leave	89			95		
(a) as a stated condition of employment	33			45		
(b) at management discretion	64			59		
No sick leave	9			3		
Not specified	2			2		
Collective Agreements						
Percentage of reporting units having agreements	4			—		
Percentage of employees covered by agreements	—			8		
	No.	No.	No.	No.	No.	No.
Survey Coverage	7,658	5,748	6,240	229,233	213,275	226,973

Table 3. — MANUFACTURING — By Province — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.	Description	Nfld.		P.E.I.		N.S.		N.B.	
		A	B	A	B	A	B	A	B
		%	%	%	%	%	%	%	%
Standard Hours Per Week									
1	Under 40 hours.....	—	—	—	—	2	1	—	—
2	40 hours	45	48	45	50	65	69	48	51
3	Over 40 hours	55	52	55	50	33	30	52	49
4	On a 5-day week.....	68	71	52	50	71	74	53	55
Vacations With Pay									
5	Two weeks	83	86	93	90	88	90	81	84
6	After less than 3 years	36	35	66	60	32	31	26	27
7	3 years	4	3	27	30	30	32	11	12
8	More than 3 years	43	48	—	—	26	27	44	45
9	Three weeks	44	50	27	30	49	52	41	43
10	After less than 15 years	—	—	—	—	4	4	3	4
11	15 years	43	49	27	30	38	41	32	33
12	More than 15 years	1	1	—	—	7	7	6	6
13	Four weeks	40	45	27	30	7	7	30	32
14	After 25 years	40	45	27	30	2	1	28	30
15	Other.....	—	—	—	—	5	6	2	2
Paid Statutory Holidays									
16	1 — 7	59	58	23	22	38	37	53	55
17	8	5	5	52	52	44	46	26	27
18	9	9	10	3	3	6	6	6	6
19	More than 9	5	5	2	—	3	3	2	2
20	None or not specified	22	22	20	23	9	8	13	10
Practice When Holiday Falls —									
on a Saturday:									
21	Working day off	10	10	26	30	24	25	9	10
22	Extra day's pay	10	8	19	21	7	7	12	12
23	No recompense	5	3	15	9	24	25	25	27
24	Not specified.....	75	79	40	40	45	43	54	51
on a Sunday:									
25	Working day off	61	65	30	31	32	33	50	52
26	Extra day's pay	6	4	9	10	11	11	6	6
27	No recompense.....	8	5	33	30	24	23	18	19
28	Not specified	25	26	28	29	33	33	26	23
Pension Plans									
29	Have plan.....	45	51	42	47	55	58	54	58
30	Employer makes contribution	45	51	42	47	55	58	52	55
31	No contribution or unspecified	—	—	—	—	—	—	2	3
32	No plan.....	43	40	36	29	26	23	37	36
33	Not specified	12	9	22	24	19	19	9	6

Table 3. — MANUFACTURING — By Province — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

Que.		Ont.		Man.		Sask.		Alta.		B.C.		
A	B	A	B	A	B	A	B	A	B	A	B	Per.
%	%	%	%	%	%	%	%	%	%	%	%	
3	2	3	4	4	5	5	7	3	3	4	5	1
55	58	71	73	68	69	65	68	69	70	86	86	2
42	40	26	23	28	26	30	25	28	27	10	9	3
85	87	94	95	80	81	78	82	76	77	96	97	4
90	94	95	97	99	99	98	98	99	100	99	99	5
29	29	28	27	57	58	97	97	99	100	95	95	6
22	25	37	40	39	39	1	1	—	—	1	1	7
39	40	30	30	3	2	—	—	—	—	3	3	8
62	69	78	83	62	63	97	97	64	69	81	86	9
12	13	15	15	19	18	95	95	19	21	61	64	10
40	45	57	61	37	39	2	2	44	47	20	21	11
10	11	6	7	6	6	—	—	1	1	—	1	12
25	28	29	32	15	16	26	29	29	32	11	12	13
19	22	26	29	9	10	14	16	22	25	8	9	14
6	6	3	3	6	6	12	13	7	7	3	3	15
45	43	15	14	20	20	4	3	13	11	13	14	16
31	35	70	72	38	39	52	47	40	40	41	42	17
11	12	11	11	18	18	40	46	36	39	41	41	18
6	6	1	1	21	21	3	3	7	8	1	1	19
7	4	3	2	3	2	1	1	4	2	4	2	20
21	22	34	33	25	25	33	35	25	23	43	44	21
24	25	28	30	16	16	28	31	30	33	19	20	22
33	33	28	28	37	37	17	13	23	23	25	25	23
22	20	10	9	22	22	22	21	22	21	13	11	24
37	40	46	46	46	46	50	52	42	40	60	62	25
23	24	25	26	15	15	25	27	33	36	14	14	26
26	25	23	23	32	33	14	11	18	19	18	18	27
14	11	6	5	7	6	11	11	7	5	8	6	28
61	67	75	79	56	58	66	73	67	73	60	65	29
59	65	73	77	55	57	65	72	66	72	59	64	30
2	2	2	2	1	1	1	1	1	1	1	1	31
28	25	20	17	33	32	21	14	24	19	29	26	32
11	8	5	4	11	10	13	13	9	8	11	9	33

Table 3. — MANUFACTURING — By Province — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Nfld.		P.E.I.		N.S.		N.B.	
		A	B	A	B	A	B	A	B
	Group Life Insurance Plans	%	%	%	%	%	%	%	%
34	Have plan	66	71	90	93	89	90	80	82
35	Employer makes contribution	65	70	54	53	69	69	77	80
36	No contribution or unspecified	1	1	36	40	20	21	3	2
37	No plan	29	27	10	7	6	5	12	11
38	Not specified	5	2	—	—	5	5	8	7
	Cash Compensation for Wage Loss due to Illness								
39	Have plan	61	64	68	69	77	78	55	58
40	Employer makes contribution	59	62	68	69	75	77	45	47
41	No contribution or unspecified	2	2	—	—	2	1	10	11
42	No plan	29	28	10	7	16	15	31	30
43	Not specified	10	8	22	24	7	7	14	12
	Paid Sick Leave								
44	Have paid sick leave	63		43		32		67	
45	(a) as stated condition of employment	49		3		10		28	
46	(b) at management discretion.....	15		40		22		40	
47	Have no sick leave	33		57		66		28	
48	Not specified	4		—		2		5	
	Shift Policy								
49	Work regularly on a shift basis	55		—		61		49	
50	Do not work regularly on a shift basis	42		79		38		46	
51	Not specified	3		21		1		5	
52	Shift differentials paid	43		—		52		43	
53	Shift differentials not paid	11		—		7		5	
54	Not specified	1		—		2		1	
	Collective Agreements								
55	Percentage of reporting units having agreements	53		42		36		30	
56	Percentage of employees covered by agreements	67		39		68		47	
		No.	No.	No.	No.	No.	No.	No.	No.
	Survey Coverage								
57	Reporting units	57	16	12	10	21	195	143	126
58	Non-office employees	5,586	4,926	571	512	18,728	17,584	11,981	11,254

Table 3. — MANUFACTURING — By Province — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

Que.		Ont.		Man.		Sask.		Alta.		B.C.		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
84	89	92	94	75	77	92	95	91	91	84	87	34
80	85	89	91	70	73	89	92	84	83	81	85	35
4	4	3	3	5	4	3	3	7	8	3	2	36
11	8	6	4	17	15	4	2	6	6	12	10	37
5	3	2	2	8	8	4	3	3	3	4	3	38
68	71	81	84	66	68	75	77	72	72	75	79	39
61	64	75	77	61	62	69	70	68	67	71	74	40
7	7	6	7	5	6	6	7	4	5	4	5	41
25	23	14	13	25	23	19	18	19	19	18	15	42
7	6	5	3	9	9	6	5	9	9	7	6	43
32		28		34		47		39		24		44
16		13		12		28		20		7		45
17		18		22		19		20		17		46
64		68		63		48		56		73		47
4		4		3		5		5		3		48
60		67		49		55		52		75		49
38		31		50		43		45		23		50
2		2		1		2		3		2		51
56		63		43		50		43		71		52
3		2		6		5		8		3		53
1		2		—		—		1		1		54
41		46		50		45		48		75		55
63		68		59		61		61		84		56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
2,298	1,500	3,573	2,624	389	379	178	158	326	281	710	561	57
260,933	228,510	404,024	368,767	25,449	24,468	7,807	6,353	21,905	19,469	62,330	56,715	58

Table 4. - MANUFACTURING - By Province - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick	
		A	B	A	B	A	B	A	B
Standard Hours Per Week		%	%	%	%	%	%	%	%
1	Under 37½ hours.....	40	42	5	6	59	59	29	31
2	37½ hours	35	37	—	—	12	11	22	22
3	Over 37½ hours	25	21	95	94	29	30	49	47
4	On a 5-day week	89	91	56	58	77	78	65	66
Vacations With Pay									
5	Two weeks	98	99	98	98	98	98	98	99
6	After less than 3 years.....	97	98	98	98	91	91	97	97
7	3 years.....	—	—	—	—	—	—	—	—
8	More than 3 years.....	1	1	—	—	7	7	1	2
9	Three weeks	71	73	36	38	55	57	51	52
10	After less than 15 years	3	2	—	—	11	11	6	5
11	15 years.....	67	70	36	38	38	39	38	40
12	More than 15 years.....	1	1	—	—	6	7	7	7
13	Four weeks	58	60	36	38	17	18	38	40
14	After 25 years	58	60	36	38	8	9	34	36
15	Other	—	—	—	—	9	9	4	4
Paid Statutory Holidays									
16	1 - 7	72	72	8	5	18	18	43	43
17	8	9	10	87	91	66	68	38	38
18	9	2	2	1	1	9	8	15	15
19	More than 9	13	13	1	—	3	3	1	1
20	None or not specified	4	3	3	3	4	3	3	3
Practice when holiday falls									
on a Saturday:									
21	Working day off	64	67	41	44	13	12	22	23
22	Extra day's pay	2	2	13	14	7	8	1	—
23	No recompense	15	14	11	10	54	55	37	38
24	Not specified	19	17	35	32	26	25	40	39
on a Sunday:									
25	Working day off	82	82	44	44	25	24	49	50
26	Extra day's pay	1	1	—	—	8	8	2	—
27	No recompense	7	6	54	56	51	52	29	29
28	Not specified	10	11	2	—	16	16	20	21
Pension Plans									
29	Have plan	70	72	46	49	66	67	65	67
30	Employer makes contribution	70	72	46	49	65	66	59	61
31	No contribution or unspecified	—	—	—	—	1	1	6	6
32	No plan	18	18	40	36	15	14	17	16
33	Not specified	12	10	14	15	19	19	18	17

Table 4. - MANUFACTURING - By Province - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
30	30	26	26	19	20	18	19	17	19	15	15	1
42	44	44	44	34	33	24	26	29	32	48	51	2
28	26	30	30	47	47	58	55	54	49	37	34	3
92	93	98	98	86	85	84	87	88	88	96	97	4
98	99	98	99	100	100	98	99	99	100	98	98	5
93	95	95	96	95	95	98	99	99	100	98	98	6
2	1	2	2	5	5	—	—	—	—	—	—	7
3	8	1	1	—	—	—	—	—	—	—	—	8
80	83	85	88	73	73	97	99	67	73	86	88	9
22	22	29	30	18	17	96	97	25	27	63	64	10
53	56	52	54	45	45	1	2	41	45	22	23	11
5	5	4	4	10	11	—	—	1	1	1	1	12
37	39	31	33	15	15	31	32	35	38	20	20	13
26	28	26	28	11	11	18	20	26	29	14	15	14
11	11	5	5	4	4	13	12	9	9	6	5	15
27	26	5	5	10	9	5	5	8	4	3	3	16
46	48	74	73	18	18	51	47	31	32	15	16	17
17	17	19	20	19	19	39	43	48	51	80	80	18
8	8	1	1	51	52	4	4	12	12	1	—	19
2	1	1	1	2	2	1	1	1	1	1	1	20
33	33	43	42	32	32	36	37	38	35	38	38	21
2	2	4	4	9	10	7	8	3	3	1	1	22
52	52	47	48	45	44	35	37	40	42	50	51	23
13	13	6	6	14	14	22	18	19	20	11	10	24
52	52	55	55	51	51	59	61	52	49	57	58	25
2	2	3	3	2	2	5	6	3	4	1	1	26
37	37	37	38	39	39	19	19	34	35	35	35	27
9	9	5	4	8	8	17	14	11	12	7	6	28
81	84	85	88	70	70	77	85	76	83	76	79	29
79	82	84	87	69	70	77	84	75	82	76	79	30
2	2	1	1	1	—	—	1	1	1	—	—	31
13	12	11	9	23	23	14	8	17	11	15	13	32
6	4	4	3	7	7	9	7	7	6	9	8	33

Table 4. - MANUFACTURING - By Province - Office Employees

- Concluded -

No.		Newfoundland		Prince Edward Island		Nova Scotia		New Brunswick	
		A	B	A	B	A	B	A	B
		%	%	%	%	%	%	%	%
Group Life Insurance Plans									
34	Have plan	86	87	90	94	90	90	86	87
35	Employer makes contribution	85	86	49	50	70	69	84	85
36	No contribution or unspecified	1	1	41	44	20	21	2	2
37	No plan	9	9	10	6	5	5	6	6
38	Not specified	5	4	—	—	5	5	8	7
Cash Compensation for Wage Loss due to Illness									
39	Have plan	69	70	76	80	67	67	49	49
40	Employer makes contribution	68	69	71	74	66	66	47	48
41	No contribution or unspecified ...	1	1	5	6	1	1	2	1
42	No plan	19	19	10	5	23	23	39	40
43	Not specified	12	11	14	15	10	10	12	11
Paid Sick Leave									
44	Have paid sick leave	98		100		96		93	
45	(a) as stated condition of employment	73		5		39		21	
46	(b) at management discretion	57		95		65		75	
47	No sick leave	2		—		3		4	
48	Not specified	—		—		1		3	
Collective Agreements									
49	Percentage of reporting units having agreements	6		—		2		2	
50	Percentage of employees covered by agreements	23		—		4		11	
Survey Coverage									
51	Reporting units	54	43	12	9	204	186	137	121
52	Office employees	1,119	1,069	196	183	3,212	3,108	1,927	1,853

Table 4. — MANUFACTURING — By Province — Office Employees

— Concluded —

Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
92	94	95	96	80	80	86	88	96	96	90	92	34
89	91	91	93	77	77	83	85	88	87	87	89	35
3	3	4	3	3	3	3	3	8	9	3	3	36
5	4	3	2	15	15	8	7	3	3	7	6	37
3	2	2	2	5	5	6	5	1	1	3	2	38
47	48	56	56	46	45	40	39	60	57	60	61	39
44	44	48	50	40	39	36	34	58	54	55	55	40
3	4	8	6	6	6	4	5	2	3	5	6	41
43	44	36	37	41	42	49	51	33	35	27	27	42
10	8	8	7	13	13	11	10	7	8	13	12	43
94		96		95		88		93		97		44
47		46		40		39		34		44		45
55		60		65		55		60		62		46
3		3		2		8		3		2		47
3		1		3		4		4		1		48
4		4		2		9		2		3		49
10		7		1		9		—		10		50
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
2,233	1,498	3,505	2,585	377	362	174	154	307	262	653	526	51
69,771	64,905	124,954	116,171	6,604	6,381	2,210	1,985	6,261	5,552	12,970	12,059	52

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Food and Beverages		Slaughtering and Meat Packing		Grain Mill Products	
		A	B	A	B	A	B
	Standard Hours Per Week						
1	Under 40 hours	3	3	—	—	—	—
2	40 hours	57	60	75	81	85	89
3	Over 40 hours	40	37	25	19	15	11
4	On a 5-day week	77	80	80	82	89	92
	Vacations with Pay						
5	Two weeks	94	96	96	99	98	99
6	After less than 3 years	54	55	35	34	57	58
7	3 years	28	30	49	54	35	36
8	More than 3 years	12	11	12	11	6	5
9	Three weeks	75	81	87	95	88	92
10	After less than 15 years	28	31	13	12	35	37
11	15 years	38	40	74	83	51	53
12	More than 15 years	9	10	—	—	2	2
13	Four weeks	30	33	72	80	21	21
14	After 25 years	26	29	71	80	9	8
15	Other.....	4	4	1	—	12	13
	Paid Statutory Holidays						
16	1 — 7	14	12	7	3	1	1
17	8	42	43	32	31	87	90
18	9	31	34	57	65	9	8
19	More than 9	8	8	1	1	1	—
20	None or not specified	5	3	3	—	2	1
	Practice When Holiday Falls —						
	on a Saturday: —						
21	Working day off	25	26	21	21	32	32
22	Extra day's pay	22	23	41	45	33	34
23	No recompense	28	28	20	19	22	22
24	Not specified	25	23	18	15	13	12
	on a Sunday:						
25	Working day off	41	43	40	42	44	45
26	Extra day's pay	21	22	38	40	25	26
27	No recompense	24	23	19	17	21	20
28	Not specified	14	12	3	1	10	9
	Pension Plans						
29	Have plan	70	75	79	86	90	94
30	Employer makes contribution	68	73	78	86	89	93
31	No contribution or unspecified	2	2	1	—	1	1
32	No plan	22	19	17	13	7	3
33	Not specified	8	6	4	1	3	3

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

Bakery Products		Dairy Products		Tobacco and Tobacco Products		Rubber Products		Rubber Footwear		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
13	14	—	1	—	—	—	—	—	—	1
19	19	68	73	77	83	69	68	1	—	2
67	66	32	26	23	17	31	32	99	100	3
68	70	77	82	87	93	98	98	100	100	4
95	97	95	98	99	100	98	99	100	100	5
30	29	79	84	94	94	17	17	—	1	6
50	53	6	6	2	2	51	52	2	—	7
15	15	10	8	3	4	30	30	98	99	8
75	80	80	88	74	80	86	90	79	80	9
32	34	27	28	—	—	61	63	1	—	10
12	13	51	57	72	78	24	26	78	80	11
31	33	2	3	2	2	1	1	—	—	12
11	11	20	22	70	75	63	65	15	15	13
10	10	19	21	70	75	58	60	15	15	14
1	1	1	1	—	—	5	5	—	—	15
11	10	26	22	9	9	2	1	1	1	16
35	35	54	59	16	17	18	15	21	20	17
36	38	13	14	3	—	79	83	78	79	18
15	15	4	4	68	74	—	—	—	—	19
3	2	3	1	4	—	1	1	—	—	20
23	24	33	35	—	—	39	37	18	17	21
16	17	30	33	19	21	52	54	69	70	22
22	21	13	10	76	79	6	6	13	13	23
39	38	24	22	5	—	3	3	—	—	24
25	26	40	41	16	12	69	69	49	48	25
23	24	28	31	17	18	23	24	39	39	26
30	29	18	16	64	67	6	6	12	13	27
22	21	14	12	3	3	2	1	—	—	28
59	63	69	78	87	89	91	93	83	84	29
58	61	69	78	87	89	87	89	83	84	30
1	2	—	—	—	—	4	4	—	—	31
29	27	21	16	13	11	8	7	17	16	32
12	10	10	6	—	—	1	—	—	—	33

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Food and Beverages		Slaughtering and Meat Packing		Grain Mill Products	
		A	B	A	B	A	B
	Group Life Insurance Plans						
34	Have plan	88	91	94	98	97	98
35	Employer makes contribution	84	86	84	87	96	97
36	No contribution or unspecified	4	5	10	11	1	1
37	No plan	8	6	4	2	2	1
38	Not specified	4	3	2	-	1	1
	Cash Compensation for Wage Loss due to Illness						
39	Have plan	75	77	92	97	79	79
40	Employer makes contribution	70	73	89	95	74	75
41	No contribution or unspecified	5	4	3	2	5	4
42	No plan	19	18	6	2	15	15
43	Not specified	6	5	2	1	6	6
	Paid Sick Leave						
44	Have paid sick leave	44		24		25	
45	(a) as stated condition of employment.	16		15		16	
46	(b) at management discretion.....	29		9		9	
47	Have no sick leave	51		58		73	
48	Not specified	5		18		2	
	Shift Policy						
49	Work regularly on a shift basis	59		73		90	
50	Do not work regularly on a shift basis ...	39		26		9	
51	Not specified	2		1		1	
52	Shift differentials paid	50		70		88	
53	Shift differentials not paid	9		1		2	
54	Not specified	-		2		-	
	Collective Agreements						
55	Percentage of reporting units having agreements	44	-	47	-	63	-
56	Percentage of employees covered by agreements	58	-	73	-	80	-
		No.	No.	No.	No.	No.	No.
57	Reporting units	1,372	1,077	125	66	79	67
58	Non-office employees	110,337	99,976	19,598	17,263	5,833	5,497

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Bakery Products		Dairy Products		Tobacco and Tobacco Products		Rubber Products		Rubber Footwear		No.
A	B	A	B	A	B	A	B	A	B	
%	%	%	%	%	%	%	%	%	%	%
85	89	92	96	96	95	99	99	100	100	34
85	89	87	92	90	89	94	95	100	100	35
-	-	5	4	6	6	5	4	-	-	36
7	5	5	2	4	5	1	1	-	-	37
8	6	3	2	-	-	-	-	-	-	38
82	85	83	87	29	31	93	94	83	83	39
79	82	76	80	29	31	82	82	83	83	40
3	3	7	7	-	-	11	12	-	-	41
9	8	11	9	66	68	5	5	17	17	42
9	7	6	4	5	1	2	1	-	-	43
41		48		79		4		1		44
6		23		10		1		1		45
35		26		71		3		-		46
53		51		21		88		99		47
6		1		-		8		-		48
65		41		34		96		99		49
30		56		66		4		1		50
5		3		-		-		-		51
46		28		23		95		97		52
18		12		11		1		2		53
1		1		-		-		-		54
51	-	43	-	43	-	58	-	70	-	55
49	-	60	--	63	-	83	-	63	-	56
%	%	No.	No.	No.	No.	No.	No.	No.	No.	No.
241	198	386	288	21	19	48	32	10	8	57
21,544	20,260	19,942	17,050	10,178	9,443	14,077	13,391	3,590	3,527	58

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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No.		Tires and Tubes		Leather Products		Boots and Shoes	
		A %	B %	A %	B %	A %	B %
Standard Hours Per Week							
1	Under 40 hours	—	—	—	—	—	—
2	40 hours	100	100	28	27	21	22
3	Over 40 hours	—	—	72	73	79	78
4	On a 5-day week	100	100	86	87	83	85
Vacations With Pay							
5	Two weeks	100	100	91	93	91	93
6	After less than 3 years	26	27	62	63	75	76
7	3 years	71	73	6	7	—	—
8	More than 3 years	3	—	23	23	16	17
9	Three weeks	97	100	24	27	13	15
10	After less than 15 years	97	100	3	3	2	2
11	15 years	—	—	9	11	3	4
12	More than 15 years	—	—	12	13	8	9
13	Four weeks	97	100	3	3	1	1
14	After 25 years	87	89	3	3	1	1
15	Other	10	11	—	—	—	—
Paid Statutory Holidays							
16	1 — 7	—	—	41	40	44	44
17	8	5	—	24	26	16	18
18	9	95	100	8	9	5	5
19	More than 9	—	—	6	7	8	9
20	None or not specified	—	—	21	18	27	24
Practice When Holiday Falls —							
on a Saturday:							
21	Working day off	37	34	23	25	20	22
22	Extra day's pay	63	66	15	14	16	15
23	No recompense	—	—	33	35	33	36
24	Not specified	—	—	29	26	31	27
on a Sunday:							
25	Working day off	82	81	26	28	23	26
26	Extra day's pay	18	19	16	15	17	15
27	No recompense	—	—	35	37	36	39
28	Not specified	—	—	23	20	24	20
Pension Plans							
29	Have plan	100	100	29	33	25	28
30	Employer makes contribution	90	89	29	33	25	28
31	No contribution or unspecified	10	11	—	—	—	—
32	No plan	—	—	55	53	59	59
33	Not specified	—	—	16	14	16	13

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

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Textiles (except Clothing)		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Synthetic and Silk Textiles		Clothing (textile and fur)		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
-	1	-	-	2	2	-	-	4	3	1
54	56	86	87	25	27	37	38	61	59	2
46	43	14	13	73	71	63	62	35	38	3
82	82	98	99	66	67	54	52	91	93	4
90	93	94	94	91	95	84	85	82	88	5
17	17	10	10	10	11	33	32	49	51	6
10	11	7	7	8	9	1	1	10	11	7
63	65	77	77	73	75	50	52	23	26	8
61	66	83	84	65	69	35	36	18	22	9
1	1	-	-	4	4	-	-	4	5	10
24	26	9	9	36	38	34	35	5	6	11
36	39	74	75	25	27	1	1	9	11	12
11	12	6	6	8	9	20	21	3	3	13
8	9	6	6	8	9	19	20	1	1	14
3	3	-	-	-	-	1	1	2	2	15
47	47	65	65	25	25	38	38	68	66	16
39	40	31	31	56	58	36	36	14	17	17
11	11	4	4	12	13	25	26	4	5	18
1	1	-	-	-	-	-	-	2	3	19
2	1	-	-	7	4	1	-	12	9	20
22	22	29	30	31	33	6	5	21	21	21
38	40	55	55	15	15	36	37	24	26	22
23	21	14	14	15	13	24	23	31	31	23
17	17	2	1	39	39	34	35	24	22	24
32	33	31	32	61	65	8	7	27	28	25
38	40	55	55	14	14	37	38	24	25	26
20	18	12	12	12	10	28	27	25	25	27
10	9	2	1	13	11	27	28	24	22	28
66	70	77	77	52	55	76	80	26	30	29
66	70	77	77	52	55	76	80	23	27	30
-	-	-	-	-	-	-	-	3	3	31
26	23	22	22	33	30	11	10	52	51	32
8	7	1	1	15	15	13	10	22	19	33

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Tires and Tubes		Leather Products		Boots and Shoes	
		A	B	A	B	A	B
		%	%	%	%	%	%
	Group Life Insurance Plans						
34	Have plan	100	100	73	78	71	75
35	Employer makes contribution	90	89	70	76	68	72
36	No contribution or unspecified	10	11	3	2	3	3
37	No plan	—	—	20	16	22	19
38	Not specified	—	—	7	6	7	6
	Cash Compensation for Wage Loss due to Illness						
39	Have plan	98	100	65	70	65	70
40	Employer makes contribution	74	74	59	64	56	61
41	No contribution or unspecified	24	26	6	6	9	9
42	No plan	—	—	27	23	26	22
43	Not specified	2	—	8	7	9	8
	Paid Sick Leave						
44	Have paid sick leave	3		25		21	
45	(a) as stated condition of employment.....	2		3		2	
46	(b) at management discretion.....	1		23		19	
47	Have no sick leave	80		70		77	
48	Not specified	17		5		2	
	Shift Policy						
49	Work regularly on a shift basis	98		16		7	
50	Do not work regularly on a shift basis.....	2		81		92	
51	Not specified	—		3		1	
52	Shift differentials paid	98		13		4	
53	Shift differentials not paid.....	—		3		3	
54	Not specified	—		—		—	
	Collective Agreements						
55	Percentage of reporting units having agreements.....	58	—	35	—	31	—
56	Percentage of employees covered by agreements.....	94	—	40	—	34	—
	Survey Coverage	No.	No.	No.	No.	No.	No.
57	Reporting units.....	12	7	223	166	126	99
58	Non-office employees	6,400	6,095	20,369	17,556	14,263	12,628

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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Textiles (except Clothing)		Cotton Yarn and Cloth		Woollen Yarn and Cloth		Synthetic and Silk Textiles		Clothing (textile and fur)		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
92	95	97	98	94	97	97	100	50	58	34
88	92	93	94	91	94	97	100	43	52	35
4	3	4	4	3	3	—	—	7	6	36
6	4	2	2	4	2	1	—	31	27	37
2	1	1	—	2	1	2	—	19	15	38
64	65	47	47	84	86	80	82	47	54	39
62	64	45	45	84	86	80	82	40	47	40
2	1	2	2	—	—	—	—	7	7	41
30	30	47	47	12	12	14	15	33	28	42
6	5	6	6	4	2	6	3	20	18	43
15		10		16		15		25		44
4		1		2		14		4		45
11		9		15		1		21		46
78		83		75		82		70		47
7		7		9		3		5		48
86		95		80		99		16		49
13		5		20		1		77		50
1		—		—		—		7		51
78		92		75		78		12		52
3		3		4		3		3		53
5		—		1		18		1		54
46	—	58	—	55	—	41	—	48	—	55
63	—	81	—	56	—	43	—	52	—	56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
321	223	67	57	66	56	37	28	921	525	57
45,976	42,243	16,997	16,823	7,391	6,875	10,468	9,890	65,557	48,986	58

• Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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No.		Wood Products		Sash, Door and Planing Mills		Sawmills	
		A	B	A	B	A	B
Standard Hours Per Week		%	%	%	%	%	%
1	Under 40 hours	—	—	—	—	—	—
2	40 hours	48	51	33	36	67	72
3	Over 40 hours	52	49	67	64	33	28
4	On a 5-day week	75	78	60	62	70	75
Vacations With Pay							
5	Two weeks	82	86	74	80	83	88
6	After less than 3 years	46	48	42	42	72	75
7	3 years	11	11	7	9	1	1
8	More than 3 years	25	27	25	29	10	12
9	Three weeks	48	56	39	45	60	68
10	After less than 15 years	32	37	25	29	55	62
11	15 years	10	12	7	9	5	6
12	More than 15 years	6	7	7	7	—	—
13	Four weeks	3	3	3	3	3	3
14	After 25 years	2	3	2	2	2	2
15	Other	1	—	1	1	1	1
Paid Statutory Holidays							
16	1 — 7	31	30	33	33	16	16
17	8	46	51	36	42	55	61
18	9	7	8	7	7	11	11
19	More than 9	2	2	2	2	—	—
20	None or not specified	14	9	22	16	18	12
Practice When Holiday Falls —							
	on a Saturday:—						
21	Working day off	38	42	16	17	46	51
22	Extra day's pay	17	19	21	25	14	16
23	No recompense	20	18	26	25	13	12
24	Not specified	25	21	37	33	27	21
	on a Sunday:						
25	Working day off	52	58	40	46	63	69
26	Extra day's pay	13	14	13	13	7	8
27	No recompense	18	16	24	23	11	10
28	Not specified	17	12	23	18	19	13
Pension Plans							
29	Have plan	35	42	24	29	39	46
30	Employer makes contribution	35	41	24	29	39	46
31	No contribution or unspecified	—	1	—	—	—	—
32	No plan	47	44	55	52	43	39
33	Not specified	18	14	21	19	18	15

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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Wooden Furniture		Paper Products		Pulp and Paper		Printing, Publishing and Allied Industries		Iron and Steel Products		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
—	—	—	—	—	—	61	63	—	—	1
22	20	88	89	95	96	34	33	80	82	2
78	80	12	11	5	4	5	4	20	18	3
89	92	94	95	94	94	98	98	96	97	4
80	86	99	99	99	100	94	94	96	98	5
14	14	14	13	11	10	81	83	15	14	6
22	22	22	22	12	13	4	3	55	58	7
44	50	63	64	76	77	9	8	26	26	8
26	32	94	96	98	99	83	85	83	87	9
1	1	18	18	17	16	40	41	10	10	10
11	13	74	76	81	82	27	29	70	74	11
14	18	2	2	—	1	16	15	3	3	12
5	5	63	65	78	79	18	19	30	32	13
4	4	61	63	76	77	11	12	29	31	14
1	1	2	2	2	2	7	7	1	1	15
58	57	69	70	87	87	8	8	9	7	16
29	30	25	24	9	9	67	67	82	85	17
4	4	2	2	—	—	17	17	6	6	18
4	4	1	1	1	1	7	7	1	1	19
5	5	3	3	3	3	1	1	2	1	20
27	29	18	17	13	13	50	48	35	35	21
26	29	18	18	17	17	15	17	26	28	22
30	26	28	28	25	25	25	25	28	28	23
17	16	36	37	45	45	10	10	11	9	24
32	35	69	70	76	76	59	59	44	44	25
25	28	10	10	7	7	7	7	24	25	26
29	24	14	13	10	10	23	23	24	23	27
14	13	7	7	7	7	11	11	8	8	28
30	35	89	90	93	94	73	75	75	79	29
28	34	87	89	92	93	71	72	71	76	30
2	1	2	1	1	1	2	3	4	3	31
51	49	8	7	6	5	15	15	20	17	32
19	16	3	3	1	1	12	10	5	4	33

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

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No.		Wood Products		Sash, Door and Planing Mills		Sawmills	
		A	B	A	B	A	B
	Group Life Insurance Plans		%	%	%	%	%
34	Have plan	74	80	76	83	69	76
35	Employer makes contribution	72	78	74	81	67	74
36	No contribution or unspecified	2	2	2	2	2	2
37	No plan	18	13	18	12	23	18
38	Not specified	8	7	6	5	8	6
	Cash Compensation for Wage Loss due to Illness						
39	Have plan	67	74	62	70	64	71
40	Employer makes contribution	64	71	61	68	59	66
41	No contribution or unspecified	3	3	1	2	5	5
42	No plan	23	18	27	21	26	22
43	Not specified	10	8	11	9	10	7
	Paid Sick Leave						
44	Have paid sick leave	20		26		16	
45	(a) as stated condition of employment ...	1		21		1	
46	(b) at management discretion	19		24		15	
47	Have no sick leave	77		73		79	
48	Not specified	3		1		5	
	Shift Policy						
49	Work regularly on a shift basis	47		32		65	
50	Do not work regularly on a shift basis	52		66		34	
51	Not specified	1		2		1	
52	Shift differentials paid	41		26		60	
53	Shift differentials not paid	5		6		3	
54	Not specified	1		—		2	
	Collective Agreements						
55	Percentage of reporting units having agreements	42	—	41	—	45	
56	Percentage of employees covered by agreements	56		46		68	
		No.	No.	No.	No.	No.	No.
57	Survey Coverage	988	636	231	165	306	196
58	Reporting units	63,373	51,173	11,087	8,887	21,519	17,735

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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Wooden Furniture		Paper Products		Pulp and Paper		Printing, Publishing and Allied Industries		Iron and Steel Products		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
75	83	98	98	99	100	87	87	94	96	34
74	82	95	96	97	97	85	86	88	89	35
1	1	3	2	2	3	2	1	6	7	36
18	12	2	1	1	—	8	8	5	3	37
7	5	—	1	—	—	5	5	1	1	38
68	75	91	92	95	95	64	64	90	92	39
65	72	73	73	72	72	58	59	86	88	40
3	3	18	19	23	23	6	5	4	4	41
22	18	7	6	4	4	29	29	7	6	42
10	7	2	2	1	1	7	7	3	2	43
26		49		59		39		21		44
2		41		52		10		12		45
26		8		7		31		18		46
73		48		38		57		75		47
1		3		3		4		4		48
17		91		99		66		75		49
82		8		—		31		24		50
1		1		1		3		1		51
13		88		96		64		73		52
4		1		1		1		1		53
—		2		2		1		1		54
32	—	67	—	90	—	66	—	55	—	55
37		90		90		56		74		56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
220	119	322	278	115	108	459	409	1,032	780	57
12,909	9,744	69,979	67,641	51,979	51,263	29,824	27,643	124,565	114,560	58

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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No.		Machine Shop Products		Primary Iron and Steel		Transportation Equipment	
		A	B	A	B	A	B
		%	%	%	%	%	%
Standard Hours Per Week							
1	Under 40 hours	1	—	—	—	—	—
2	40 hours	42	44	100	100	69	69
3	Over 40 hours	57	56	—	—	31	31
4	On a 5-day week	72	74	100	100	85	85
Vacations With Pay							
5	Two weeks	78	78	100	100	98	98
6	After less than 3 years	33	30	4	4	29	29
7	3 years	14	15	96	96	26	26
8	More than 3 years	31	33	—	—	43	43
9	Three weeks	23	23	99	99	77	78
10	After less than 15 years	12	12	4	4	16	16
11	15 years	11	11	95	95	60	61
12	More than 15 years	—	—	—	—	1	1
13	Four weeks	2	—	78	78	5	5
14	After 25 years	1	—	78	78	3	3
15	Other	1	—	—	—	2	2
Paid Statutory Holidays							
16	1 — 7	31	33	—	—	11	9
17	8	38	34	99	99	68	69
18	9	14	17	1	1	18	19
19	More than 9	1	—	—	—	1	1
20	None or not specified	16	16	—	—	2	2
Practice When Holiday Falls —							
on a Saturday:—							
21	Working day off	20	20	11	11	23	22
22	Extra day's pay	27	26	69	69	42	44
23	No recompense	33	33	7	7	23	23
24	Not specified	20	21	13	13	12	11
on a Sunday:							
25	Working day off	27	25	12	12	31	31
26	Extra day's pay	27	25	69	69	45	46
27	No recompense	31	32	6	6	20	20
28	Not specified	15	18	13	13	4	3
Pension Plans							
29	Have plan	29	30	97	97	68	70
30	Employer makes contribution	27	28	97	97	67	69
31	No contribution or unspecified	2	2	—	—	1	1
32	No plan	56	54	2	2	25	24
33	Not specified	15	16	1	1	7	6

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

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Aircraft and Parts		Railway and Rolling Stock Equipment		Motor Vehicles, Parts and Accessories		Shipbuilding and Repairing		Non-ferrous Metal Products		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
1	1	—	—	—	—	—	—	—	—	1
62	62	100	100	94	97	63	63	80	84	2
37	37	—	—	6	3	37	37	20	16	3
100	100	100	100	99	100	97	97	95	97	4
100	100	98	100	99	100	97	97	98	99	5
63	63	3	4	5	4	24	24	45	47	6
35	36	40	41	33	34	9	9	41	42	7
2	1	55	55	61	62	64	64	12	10	8
83	84	94	95	93	96	73	74	84	88	9
45	46	26	27	—	—	16	16	6	6	10
37	37	68	68	92	95	57	58	76	80	11
1	1	—	—	1	1	—	—	2	2	12
4	4	29	30	4	4	8	8	33	36	13
4	4	3	3	4	4	—	—	31	34	14
—	—	26	27	—	—	8	8	2	2	15
2	1	18	17	5	2	12	12	31	30	16
49	48	82	83	91	94	60	60	66	68	17
48	50	—	—	3	3	25	25	2	1	18
1	1	—	—	1	1	—	—	1	1	19
—	—	—	—	—	—	3	3	1	—	20
69	68	37	38	6	5	27	27	25	24	21
22	23	19	19	78	80	30	30	24	25	22
9	9	44	43	15	14	38	38	43	45	23
—	—	—	—	1	1	5	5	8	6	24
69	68	37	38	10	9	29	29	32	29	25
22	23	19	19	77	80	37	38	19	21	26
8	8	41	40	12	11	30	30	45	48	27
1	1	3	3	1	—	4	3	4	2	28
63	64	95	95	91	94	60	60	81	85	29
63	64	95	95	90	93	56	56	80	84	30
—	—	—	—	1	1	4	4	1	1	31
33	33	5	5	7	5	32	31	15	11	32
4	3	—	—	2	1	8	9	4	4	33

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Machine Shop Products		Primary Iron and Steel		Transportation Equipment	
		A	B	A	B	A	B
	Group Life Insurance Plans		%	%	%	%	%
34	Have plan	84	82	100	100	95	95
35	Employer makes contribution	78	75	87	87	93	94
36	No contribution or unspecified	6	7	13	13	2	1
37	No plan	12	13	-	-	4	4
38	Not specified	4	5	-	-	1	1
	Cash Compensation for Wage Loss due to Illness						
39	Have plan	75	72	99	99	92	93
40	Employer makes contribution	66	61	99	99	86	87
41	No contribution or unspecified	9	11	-	-	6	6
42	No plan	19	20	1	1	5	5
43	Not specified	6	8	-	-	3	2
	Paid Sick Leave						
44	Have paid sick leave	31		47		16	
45	(a) as stated condition of employment ...	2		33		3	
46	(b) at management discretion	30		47		14	
47	Have no sick leave	65		53		82	
48	Not specified	4		-		2	
	Shift Policy						
49	Work regularly on a shift basis	31		100		56	
50	Do not work regularly on a shift basis	68		-		42	
51	Not specified	1		-		2	
52	Shift differentials paid	29		99		52	
53	Shift differentials not paid	2		1		3	
54	Not specified	-		-		1	
	Collective Agreements						
55	Percentage of reporting units having agreements	37	-	87	-	36	-
56	Percentage of employees covered by agreements	41		79		75	
		No.	No.	No.	No.	No.	No.
57	Reporting units	81	88	23	21	620	584
58	Non-office employees	2,391	2,205	27,680	27,607	95,109	91,937

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Aircraft and Parts		Railway and Rolling Stock Equipment		Motor Vehicles, Parts and Accessories		Shipbuilding and Repairing		Non-Ferrous Metal Products		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
100	100	100	99	99	99	83	83	94	96	34
99	100	100	99	97	98	77	78	90	93	35
1	—	—	—	2	1	6	5	4	3	36
—	—	—	—	1	1	16	16	4	2	37
—	—	—	1	—	—	1	1	2	2	38
100	100	100	99	97	99	86	87	73	74	39
98	98	96	96	96	98	58	58	72	73	40
2	2	4	3	1	1	28	29	1	1	41
—	—	—	—	2	1	10	10	23	23	42
—	—	—	1	1	—	4	3	4	3	43
11		1		2		17		23		44
7		—		—		—		17		45
4		1		2		17		7		46
89		94		97		79		74		47
—		5		1		4		3		48
58		80		59		69		86		49
40		20		40		29		13		50
2		—		1		2		1		51
57		80		59		63		84		52
1		—		—		—		2		53
—		—		—		6		—		54
51	—	60	—	59	—	70	—	48	—	55
83		84		92		89		84		56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
43	30	15	14	111	73	57	55	241	165	57
17,693	17,022	4,050	3,994	39,466	37,723	14,132	14,036	38,219	35,111	58

Table 5. - MANUFACTURING - Canada - By Industry Group - Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Electrical Apparatus and Supplies		Non-Metallic Mineral Products	
		A %	B %	A %	B %
Standard Hours Per Week					
1	Under 40 hours	—	—	—	—
2	40 hours	86	87	42	44
3	Over 40 hours	14	13	58	56
4	On a 5-day week	100	100	80	84
Vacations With Pay					
5	Two weeks	98	99	93	96
6	After less than 3 years	15	14	29	29
7	3 years	54	56	23	23
8	More than 3 years	29	29	41	44
9	Three weeks	85	89	72	78
10	After less than 15 years	10	9	9	8
11	15 years	74	78	58	64
12	More than 15 years	1	2	5	6
13	Four weeks	38	41	22	23
14	After 25 years	21	23	20	22
15	Other	17	18	2	1
Paid Statutory Holidays					
16	1 - 7	5	4	25	24
17	8	87	89	51	54
18	9	6	6	17	18
19	More than 9	1	1	3	3
20	None or not specified	1	—	4	1
Practice When Holiday Falls -					
on a Saturday:-					
21	Working day off	45	44	35	36
22	Extra day's pay	8	8	16	17
23	No recompense	46	47	28	29
24	Not specified	1	1	21	18
on a Sunday:					
25	Working day off	66	66	49	51
26	Extra day's pay	7	7	18	18
27	No recompense	26	26	24	25
28	Not specified	1	1	9	6
Pension Plans					
29	Have plan	84	88	71	77
30	Employer makes contribution	84	87	70	76
31	No contribution or unspecified	—	1	1	1
32	No plan	13	10	23	19
33	Not specified	3	2	6	4

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Products of Petroleum and Coal		Petroleum Refining and Products		Chemical Products		Miscellaneous Manufacturing		
A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	
—	—	—	—	3	3	2	2	1
98	99	98	99	79	81	49	50	2
2	1	2	1	18	16	49	48	3
98	99	99	99	96	97	92	93	4
99	100	100	100	99	99	91	95	5
89	89	100	100	81	81	29	27	6
10	11	—	—	15	16	28	33	7
—	—	—	—	3	2	34	35	8
98	99	99	100	86	88	52	60	9
82	85	95	99	31	32	7	6	10
16	14	4	1	51	52	39	47	11
—	—	—	—	4	4	6	7	12
82	83	90	91	43	46	12	14	13
11	9	8	5	37	40	9	11	14
71	74	82	86	6	6	3	3	15
3	3	—	—	14	14	23	19	16
11	11	1	—	58	57	60	65	17
84	85	98	99	26	27	6	6	18
1	1	1	1	1	1	3	3	19
1	—	—	—	1	1	8	7	20
33	32	36	34	33	33	42	43	21
38	38	33	33	28	30	16	17	22
27	28	30	32	34	34	31	30	23
2	2	1	1	5	3	11	10	24
42	44	44	47	46	45	46	46	25
33	33	27	27	28	30	17	18	26
21	22	25	26	23	23	28	28	27
4	1	4	—	3	2	9	8	28
95	96	96	97	89	91	53	60	29
95	96	95	97	85	88	53	60	30
—	—	1	—	4	3	—	—	31
4	3	4	3	7	5	37	33	32
1	1	—	—	4	4	10	7	33

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Electrical Apparatus and Supplies		Non-metallic Mineral Products	
		A %	B %	A %	B %
Group Life Insurance Plans					
34	Have plan	96	98	90	93
35	Employer makes contribution	95	97	84	86
36	No contribution or unspecified	1	1	6	7
37	No plan	3	2	7	5
38	Not specified	1	—	3	2
Cash Compensation for Wage Loss due to Illness					
39	Have plan	76	76	81	83
40	Employer makes contribution	66	66	66	67
41	No contribution or unspecified	10	10	15	16
42	No plan	20	20	16	15
43	Not specified	4	4	3	2
Paid Sick Leave					
44	Have paid sick leave	36		18	
45	(a) as stated condition of employment	31		6	
46	(b) at management discretion	7		14	
47	Have no sick leave	55		80	
48	Not specified	9		2	
Shift Policy					
49	Work regularly on a shift basis	73		84	
50	Do not work regularly on a shift basis	27		15	
51	Not specified	—		1	
52	Shift differentials paid	71		79	
53	Shift differentials not paid	1		5	
54	Not specified	1		—	
Collective Agreements					
55	Percentage of reporting units having agreements	45	—	64	—
56	Percentage of employees covered by agreements	71	—	79	—
Survey Coverage					
57	Reporting units	249	177	288	231
58	Non-office employees	46,136	43,417	23,948	21,328

Table 5. — MANUFACTURING — Canada — By Industry Group — Plant Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Products of Petroleum and Coal		Petroleum Refining and Products		Chemical Products		Miscellaneous Manufacturing		
A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	
99	99	100	100	97	98	78	84	34
90	89	89	89	93	93	76	83	35
9	10	11	11	4	5	2	1	36
—	—	—	—	2	1	18	14	37
1	1	—	—	1	1	4	2	38
29	30	19	20	64	63	59	63	39
20	21	9	9	60	59	57	61	40
9	9	10	11	4	4	2	2	41
66	67	76	78	25	25	32	30	42
5	3	5	2	11	12	9	7	43
92		98		50		38		44
79		89		34		12		45
13		11		17		27		46
7		1		49		54		47
1		1		1		8		48
97		96		72		43		49
3		4		27		56		50
—		—		1		1		51
96		95		70		41		52
1		1		2		2		53
—		—		—		—		54
								55
48	—	47	—	38	—	27	—	56
40	—	32	—	59		42		
No.	No.	No.	No.	No.	No.	No.	No.	
63	54	45	39	435	337	299	189	57
9,713	9,256	8,358	7,925	34,103	31,257	17,938	14,202	58

Table 6. — MANUFACTURING — CANADA — By Industry Group — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Food and Beverages		Tobacco and Tobacco Products		Rubber Products	
		A %	B %	A %	B %	A %	B %
Standard Hours Per Week							
1	Under 37½ hours.....	32	33	81	84	6	5
2	37½ hours	36	37	7	8	73	74
3	Over 37½ hours.....	32	30	12	8	21	21
4	On a 5-day week.....	92	93	95	98	100	100
Vacations With Pay							
5	Two weeks	98	99	100	100	100	100
6	After less than 3 years.....	93	95	99	99	98	98
7	3 years.....	3	3	1	1	—	—
8	More than 3 years.....	2	1	—	—	2	2
9	Three weeks:.....	86	89	75	75	92	95
10	After less than 15 years.....	35	36	2	—	81	84
11	15 years	45	47	69	71	11	11
12	More than 15 years.....	6	6	4	4	—	—
13	Four weeks:.....	41	43	67	70	78	81
14	After 25 years	35	37	67	70	78	81
15	Other.....	6	6	—	—	—	—
Paid Statutory Holidays							
16	1 — 7	7	6	2	2	11	11
17	8.....	45	45	5	5	11	7
18	9.....	36	37	3	1	68	72
19	More than 9.....	11	11	89	92	9	9
20	None or not specified.....	1	1	1	—	1	1
Practice When Holiday Falls —							
on a Saturday:							
21	Working day off.....	33	34	8	8	44	42
22	Extra day's pay	4	4	—	—	—	—
23	No recompense	47	48	87	87	52	54
24	Not specified.....	16	14	5	5	4	4
on a Sunday:							
25	Working day off.....	53	55	12	12	66	65
26	Extra day's pay	2	2	—	—	—	—
27	No recompense	35	34	83	84	32	34
28	Not specified.....	10	9	5	4	2	1
Pension Plans							
29	Have plan.....	84	87	80	80	96	98
30	Employer makes contribution	83	86	80	80	96	98
31	No contribution or unspecified.....	1	1	—	—	—	—
32	No plan.....	12	10	20	20	4	2
33	Not specified.....	4	3	—	—	—	—

Table 6. - MANUFACTURING - CANADA - By Industry Group - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Leather Products		Textiles (except clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing, Publishing and Allied Industries		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
36	35	27	28	35	35	25	25	55	56	40	36	1
32	34	50	51	23	24	29	31	34	35	42	45	2
32	31	23	21	42	41	46	44	11	9	18	19	3
95	95	96	96	90	91	76	77	94	94	92	91	4
96	97	99	99	96	99	91	94	100	100	94	93	5
81	82	94	95	91	94	82	86	97	97	92	92	6
2	2	1	-	2	2	4	4	2	2	1	1	7
13	13	4	4	3	3	5	4	1	1	1	-	8
40	43	73	77	24	26	45	51	93	95	85	85	9
13	14	9	9	7	7	23	25	23	23	56	56	10
7	7	44	47	5	5	14	17	68	70	18	18	11
20	22	20	21	12	14	8	9	2	2	11	11	12
3	3	19	20	3	3	6	7	66	68	25	25	13
3	3	13	14	2	3	5	6	64	65	17	18	14
-	-	6	6	1	-	1	1	2	3	8	7	15
21	20	33	34	39	37	23	21	45	44	10	10	16
38	40	52	51	31	33	44	46	42	42	61	60	17
14	14	7	7	12	14	20	22	9	10	23	24	18
21	22	6	6	10	11	7	7	2	2	5	5	19
6	4	2	2	8	5	6	4	2	2	1	1	20
28	30	37	36	22	20	37	39	41	40	51	49	21
1	1	4	4	8	8	2	2	3	3	8	8	22
54	53	51	52	46	49	41	40	35	36	31	32	23
17	16	8	8	24	23	20	19	21	21	10	11	24
29	30	49	49	30	29	54	57	72	72	57	55	25
1	1	2	2	8	8	3	2	2	2	2	2	26
55	54	44	44	40	42	33	32	19	19	30	31	27
15	15	5	5	22	21	10	9	7	7	11	12	28
45	49	80	84	36	42	44	51	92	94	80	81	29
45	49	80	84	36	41	44	50	90	92	79	80	30
-	-	-	-	-	1	-	1	2	2	1	1	31
42	39	14	12	42	38	39	36	5	3	13	13	32
13	12	6	4	22	20	17	13	3	3	7	6	33

Table 6. - MANUFACTURING - Canada - By Industry Group - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Food and Beverages		Tobacco and Tobacco Products		Rubber Products	
		A %	B %	A %	B %	A %	B %
Group Life Insurance Plans							
34	Have plan.....	93	95	81	81	99	100
35	Employer makes contribution.....	88	90	80	80	99	100
36	No contribution or unspecified.....	5	5	1	1	-	-
37	No plan.....	4	3	19	19	1	-
38	Not specified.....	3	2	-	-	-	-
Cash Compensation for Wage Loss due to Illness							
39	Have plan.....	47	46	1	1	45	45
40	Employer makes contribution.....	45	44	1	1	45	45
41	No contribution or unspecified.....	2	2	-	-	-	-
42	No plan.....	43	45	50	49	53	55
43	Not specified.....	10	9	49	50	2	-
Paid Sick Leave							
44	Have paid sick leave	93		99		96	
45	(a) as stated condition of employment..	32		6		42	
46	(b) at management discretion	69		94		57	
47	No sick leave.....	5		1		4	
48	Not specified	2		-		-	
Collective Agreements							
Percentage of reporting units							
49	having agreements.....	4	-	-	-	11	-
Percentage of employees covered							
50	by agreements	3	-	-	-	8	-
Survey Coverage							
		No.	No.	No.	No.	No.	No.
51	Reporting units.....	1,290	1,013	21	18	46	31
52	Office employees.....	23,982	22,472	922	891	4,487	4,250

Table 6. - MANUFACTURING - Canada - By Industry Group - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Leather Products		Textiles (except clothing)		Clothing (Textile and Fur)		Wood Products		Paper Products		Printing, Publishing and Allied Industries		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
80	83	94	96	54	59	80	84	98	99	87	89	34
79	82	89	91	49	54	76	80	98	98	86	88	35
1	1	5	5	5	5	4	4	-	1	1	1	36
14	12	5	3	25	21	14	11	1	-	6	6	37
6	5	1	1	21	20	6	5	1	1	7	5	38
63	66	31	29	33	36	55	58	65	64	41	43	39
51	53	29	28	27	29	53	55	57	57	37	39	40
12	13	2	1	6	7	2	3	8	7	4	4	41
29	27	59	61	43	42	31	30	29	30	48	48	42
8	7	10	10	24	22	14	12	6	6	11	9	43
92		98		91		90		97		98		44
41		42		40		28		42		42		45
63		62		63		71		66		63		46
6		1		7		8		2		1		47
2		1		2		2		1		1		48
1	-	1	-	1	-	1	-	16	-	8	-	49
2	-	-	-	7	-	1	-	15	-	12	-	50
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
217	159	314	224	836	494	939	615	326	283	464	406	51
2,311	2,098	7,781	7,251	6,973	5,781	8,105	6,709	16,274	15,731	18,335	16,724	52

Table 6. - MANUFACTURING - Canada - By Industry Group - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products	
		A %	B %	A %	B %	A %	B %
Standard Hours Per Week							
1	Under 37½ hours.....	23	23	9	9	32	33
2	37½ hours.....	48	50	29	29	37	35
3	Over 37½ hours.....	29	27	62	62	31	32
4	On a 5-day week.....	97	97	91	91	99	99
Vacations With Pay							
5	Two weeks.....	99	99	99	99	99	100
6	After less than 3 years.....	95	96	96	96	97	98
7	3 years.....	3	2	1	1	1	1
8	More than 3 years.....	1	1	2	2	1	1
9	Three weeks.....	84	88	83	84	82	85
10	After less than 15 years.....	14	14	42	43	20	21
11	15 years.....	68	72	41	41	59	61
12	More than 15 years.....	2	2	—	—	3	3
13	Four weeks.....	23	24	5	5	28	29
14	After 25 years.....	21	23	4	4	27	29
15	Other.....	2	1	1	1	1	—
Paid Statutory Holidays							
16	1 - 7.....	9	8	4	4	11	7
17	8.....	80	82	54	54	48	49
18	9.....	7	7	37	37	39	42
19	More than 9.....	3	3	5	5	2	2
20	None or not specified.....	1	—	—	—	—	—
Practice when Holiday falls							
on a Saturday:							
21	Working day off.....	38	37	34	33	30	27
22	Extra day's pay.....	2	2	3	3	1	1
23	No recompense.....	53	55	56	57	60	63
24	Not specified.....	7	6	7	7	9	9
on a Sunday:							
25	Working day off.....	56	55	37	37	36	33
26	Extra day's pay.....	2	2	5	5	1	1
27	No recompense.....	37	38	55	55	57	60
28	Not specified.....	5	5	3	3	6	6
Pension Plans							
29	Have plan.....	80	84	83	83	84	86
30	Employer makes contribution.....	79	82	82	82	82	85
31	No contribution or unspecified.....	1	2	1	1	2	1
32	No plan.....	15	12	12	12	11	10
33	Not specified.....	5	4	5	5	5	4

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

Electrical Apparatus and Supplies		Non-metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
8	7	38	41	66	67	24	24	35	37	1
60	61	33	34	20	19	57	58	38	41	2
32	32	29	25	14	14	19	18	27	22	3
100	100	92	94	100	100	99	99	99	99	4
99	99	98	99	100	100	100	100	98	99	5
96	96	95	97	100	100	100	100	95	96	6
2	2	2	1	—	—	—	—	2	2	7
1	1	1	1	—	—	—	—	1	1	8
92	94	76	78	99	100	91	92	64	68	9
8	7	31	30	92	93	33	33	7	7	10
83	85	40	43	7	7	55	56	49	54	11
1	2	5	5	—	—	3	3	8	7	12
49	51	23	22	88	89	48	50	22	25	13
28	30	20	22	3	3	38	41	19	23	14
21	21	3	—	85	86	10	9	3	2	15
2	1	12	12	—	—	14	13	12	9	16
90	91	55	56	4	4	61	61	79	82	17
7	7	23	24	92	93	20	21	5	6	18
1	1	7	6	4	3	4	4	3	3	19
—	—	3	2	—	—	1	1	1	—	20
38	37	52	54	35	34	53	53	47	45	21
2	2	2	1	1	—	2	2	13	15	22
53	54	32	34	63	65	41	41	34	35	23
7	7	14	11	1	1	4	4	6	5	24
63	63	63	64	59	59	64	65	49	48	25
1	1	2	1	1	1	2	2	13	15	26
29	29	24	25	39	40	30	30	32	32	27
7	7	11	10	1	—	4	3	6	5	28
92	94	80	85	95	96	94	95	70	73	29
91	93	80	84	94	96	90	92	69	73	30
1	1	—	1	1	—	4	3	1	—	31
5	3	16	12	5	4	4	3	23	21	32
3	3	4	3	—	—	2	2	7	6	33

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Iron and Steel Products		Transportation Equipment		Non-ferrous Metal Products	
		A %	B %	A %	B %	A %	B %
Group Life Insurance Plans							
34	Have plan	96	97	97	97	94	95
35	Employer makes contribution	91	92	96	96	89	90
36	No contribution or unspecified	5	5	1	1	5	5
37	No plan	3	3	2	2	3	2
38	Not specified	1	—	1	1	3	3
Cash Compensation for Wage Loss due to Illness							
39	Have plan	58	58	78	78	28	27
40	Employer makes contribution	55	54	75	75	27	26
41	No contribution or unspecified	3	4	3	3	1	1
42	No plan	35	36	18	18	61	64
43	Not specified	7	6	4	4	11	9
Paid Sick Leave							
44	Have paid sick leave	96	—	98	—	90	—
45	(a) as stated condition of employment ..	41	—	59	—	20	—
46	(b) at management discretion	68	—	44	—	79	—
47	No sick leave	2	—	2	—	2	—
48	Not specified	2	—	—	—	2	—
Collective Agreements							
49	Percentage of reporting units having agreements	3	—	5	—	2	—
50	Percentage of employees covered by agreements	5	—	12	—	5	—
Survey Coverage							
51	Reporting units	1,040	786	618	578	236	164
52	Office employees	38,362	35,010	30,436	29,682	10,445	9,680

Table 6. — MANUFACTURING — Canada — By Industry Group — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Electrical Apparatus and Supplies		Non-metallic Mineral Products		Products of Petroleum and Coal		Chemical Products		Miscellaneous Manufacturing		
A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	
97	97	92	93	100	100	98	99	88	92	34
94	95	87	87	80	80	95	96	87	91	35
3	2	5	6	20	20	3	3	1	1	36
1	1	6	6	—	—	1	1	9	7	37
2	2	2	1	—	—	1	—	3	1	38
61	61	55	55	47	29	41	41	56	55	39
49	48	46	45	27	9	39	39	53	52	40
12	13	9	10	20	20	2	2	3	3	41
28	28	37	38	51	69	47	48	36	38	42
11	11	8	7	2	2	12	11	8	7	43
90	—	97	—	97	—	99	—	93	—	44
58	—	34	—	87	—	56	—	51	—	45
50	—	70	—	11	—	48	—	49	—	46
3	—	2	—	—	—	1	—	3	—	47
7	—	1	—	3	—	—	—	4	—	48
8	—	2	—	10	—	3	—	—	—	49
24		1	—	1	—	2	—	—	—	50
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
250	178	281	231	58	49	436	338	286	181	51
24,004	23,030	5,423	4,904	5,667	5,545	20,228	18,975	5,498	4,542	52

Table 7. — MINING — Canada — Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Metal Mining		Gold Mining (auriferous quartz only)		Uranium Mining		Other Metal Mining	
		A	B	A	B	A	B	A	B
	Standard Hours Per Week		%	%	%	%	%	%	%
1	Under 40 hrs under 37½	—	—	—	—	—	—	—	—
2	40 hours 37½	52	53	—	—	65	67	73	76
3	Over 40 hours over 37½	48	47	100	100	35	33	27	24
4	On a 5-day week	53	55	3	3	65	67	74	78
	Vacations With Pay								
5	Two weeks:	97	98	94	94	100	100	97	99
6	After less than 3 years	36	35	12	12	17	15	54	55
7	3 years	5	5	2	2	—	—	8	9
8	More than 3 years	56	58	80	80	83	85	35	35
9	Three weeks:	47	48	28	28	4	3	73	76
10	After less than 15 years	8	8	3	3	4	3	12	13
11	15 years	28	29	1	1	—	—	53	55
12	More than 15 years	11	11	24	24	—	—	8	8
13	Four weeks:	27	28	1	1	—	—	52	54
14	After 25 years	21	22	1	1	—	—	40	42
15	Other	6	6	—	—	—	—	12	12
	Paid Statutory Holidays								
16	1 — 7	64	65	98	98	93	94	38	36
17	8	28	28	—	—	5	5	50	53
18	9	5	5	—	—	1	—	8	9
19	More than 9	—	—	—	—	—	—	—	—
20	None or not specified	3	2	2	2	1	1	4	2
	Practice When Holiday Falls —								
	on a Saturday:								
21	Working day off	10	10	—	—	12	13	14	15
22	Extra day's pay	9	9	—	—	38	38	2	2
23	No recompense	40	40	10	10	23	23	60	62
24	Not specified	41	41	90	90	27	26	24	21
	on a Sunday:								
25	Working day off	42	42	69	69	38	38	29	29
26	Extra day's pay	15	15	13	13	46	46	4	3
27	No recompense	36	36	10	10	15	15	57	60
28	Not specified	7	7	8	8	1	1	10	8
	Pension Plans								
29	Have plan	48	49	35	35	—	—	72	76
30	Employer makes contribution	48	49	35	35	—	—	72	76
31	No contribution or unspecified	—	—	—	—	—	—	—	—
32	No plan	39	38	56	56	66	66	21	18
33	Not specified	13	13	9	9	34	34	7	6

Table 7. - MINING - Canada - Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Coal Mining		Natural Gas		Crude Oil		Non-Metal Mining		Quarrying, Clay and Sand Pits		Prospecting		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
1	1	—	—	5	—	—	—	—	—	1	—	1
85	87	96	98	28	41	87	95	34	42	52	74	2
14	12	4	2	67	59	13	5	66	58	41	26	3
85	87	99	98	32	41	88	95	54	62	59	81	4
99	100	98	98	92	94	98	98	71	76	96	100	5
99	100	98	98	92	94	55	58	18	16	94	100	6
—	—	—	—	—	—	28	26	36	43	—	—	7
—	—	—	—	—	—	15	14	17	17	2	—	8
5	6	98	99	45	59	82	95	53	66	69	97	9
2	3	98	99	44	59	1	1	19	24	69	97	10
3	3	—	—	1	—	81	94	23	29	—	—	11
—	—	—	—	—	—	—	—	11	13	—	—	12
—	—	42	43	29	49	61	71	16	19	53	75	13
—	—	—	—	7	12	61	71	16	19	2	—	14
—	—	42	43	22	37	—	—	—	—	51	75	15
93	93	3	—	38	35	16	12	28	29	28	22	16
—	—	1	2	6	—	15	15	43	42	11	7	17
3	3	73	75	27	42	67	71	7	9	48	68	18
1	1	23	23	—	—	—	—	7	8	1	—	19
3	3	—	—	29	23	2	2	15	12	12	3	20
3	3	—	—	17	22	4	5	22	26	44	58	21
71	73	42	43	10	15	13	9	17	20	16	23	22
13	12	57	56	30	34	67	77	24	29	7	—	23
13	12	1	1	43	29	16	9	37	25	33	19	24
7	6	1	1	26	24	39	40	44	51	66	74	25
76	78	42	43	24	31	10	9	21	22	15	23	26
11	11	57	56	24	34	49	50	21	24	7	—	27
6	5	—	—	26	11	2	1	14	3	12	3	28
88	89	96	98	57	76	62	72	61	69	69	75	29
88	89	96	98	57	76	62	72	59	67	65	68	30
—	—	—	—	—	—	—	—	2	2	4	7	31
9	8	1	2	31	18	36	25	23	25	14	3	32
3	3	3	—	12	6	2	3	16	6	17	22	33

Table 7. — MINING — Canada — Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Metal Mining		Gold Mining (auriferous quartz only)		Uranium Mining		Other Metal Mining	
		A	B	A	B	A	B	A	B
	Group Life Insurance Plans								
34	Have plan	98	99	99	99	100	100	97	98
35	Employer makes contribution	95	96	94	94	96	96	95	97
36	No contribution or unspecified	3	3	5	5	4	4	2	1
37	No plan	2	1	1	1	—	—	3	2
38	Not specified	—	—	—	—	—	—	—	—
	Cash Compensation for Wage Loss due to illness								
39	Have plan	92	93	85	85	99	99	93	95
40	Employer makes contribution	87	88	73	73	95	95	91	94
41	No contribution or unspecified	5	5	12	12	4	4	2	1
42	No plan	6	5	13	13	1	1	4	3
43	Not specified	2	2	2	2	—	—	3	2
	Paid Sick Leave								
44	Have paid sick leave	5		10		1		3	
45	(a) as stated condition of employment.....	—		—		—		—	
46	(b) at management discretion.....	5		10		1		3	
47	Have no sick leave	93		83		98		96	
48	Not specified	2		7		1		1	
	Shift Policy								
49	Work regularly on a shift basis	97		94		100		96	
50	Do not work regularly on a shift basis	2		3		—		3	
51	Not specified	1		3		—		1	
52	Shift differentials paid	10		10		66		66	
53	Shift differentials not paid	82		82		34		27	
54	Not specified	5		2		—		3	
	Collective Agreements								
55	Percentage of reporting units having agreements	63		61		80		59	
56	Percentage of employees covered by agreements	75		58		75		83	
		No.	No.	No.	No.	No.	No.	No.	No.
57	Reporting units	140	127	46	46	20	17	83	64
58	Non-office employees	53,531	51,819	14,459	14,459	19,834	19,591	28,238	26,769

Table 7. — MINING — Canada — Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

Coal Mining		Natural Gas		Crude Oil		Non-Metal Mining		Quarrying, Clay and Sand Pits		Prospecting		
A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	
11	11	98	98	92	94	97	98	82	89	95	100	34
7	8	98	98	92	94	92	92	79	87	95	100	35
4	3	—	—	—	5	6	3	2	2	—	—	36
27	25	2	2	4	—	2	1	12	11	3	—	37
62	64	—	—	4	6	1	1	6	—	2	—	38
9	9	32	33	58	55	94	94	60	64	11	1	39
6	6	32	33	54	55	89	88	48	48	11	—	40
3	3	—	—	4	—	5	6	12	16	—	1	41
27	26	66	67	32	37	2	1	20	22	64	78	42
64	65	2	—	10	8	4	5	20	14	25	21	43
4	—	100		64		5		17		96		44
—	—	96		25		3		7		71		45
4	—	4		39		2		10		26		46
93	—	—		36		95		79		2		47
3	—	—		—		—		4		2		48
78		100		83		95		52		54		49
19		—		17		5		44		45		50
3		—		—		—		4		1		51
3		96		21		85		46		51		52
75		1		56		10		6		3		53
—		3		5		—		—		—		54
83		43		1		73		59				55
91		53		9		88		62				56
No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	
36	38	7	6	78	25	41	34	41	32	28	7	57
12,202	11,991	1,383	1,346	5,777	2,987	7,530	6,494	1,803	1,462	1,136	709	58

Table 8 – TRANSPORTATION – Canada – Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

	Air Transport				Railway Transport			
	Operating Employees		Others		Running Trades		Others	
	A	B	A	B	A	B	A	B
Standard Hours Per Week								
1 Under 40 hours	1	1	—	—	—	—	—	—
2 40 hours	30	30	98	97	—	—	97	97
3 Over 40 hours	17	19	2	3	—	—	3	3
4 Unclassified	52	50	—	—	100	100	—	—
5 On a 5-day week	34	33	99	98	—	—	97	97
Vacations With Pay								
6 Two weeks	93	92	99	99	100	100	100	100
7 After less than 3 years	91	90	99	99	99	99	99	98
8 3 years	—	—	—	—	—	—	3	2
9 More than 3 years	2	2	—	—	1	1	—	—
10 Three weeks	67	65	92	92	100	100	100	100
11 After less than 15 years	9	10	1	2	—	—	1	1
12 15 years	58	55	91	90	100	100	99	99
13 More than 15 years	—	—	—	—	—	—	—	—
14 Four weeks	6	6	—	1	99	99	99	99
15 After 25 years	2	2	—	1	—	—	—	—
16 Other	4	4	—	—	99	99	99	99
Paid Statutory Holidays								
17 1 – 7	18	19	4	4	—	—	96	96
18 8	22	22	94	94	—	—	1	1
19 9	4	4	1	1	—	—	—	—
20 More than 9	3	3	1	1	—	—	—	—
21 None or not specified	53	52	—	—	100	100	3	3

Table 8 – TRANSPORTATION – Canada – Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Services Incidental to Water Transportation		Trucking				No.	
Operating Employees		Others		Operating Employees		Others		Operating Employees		Operating Employees		Others			
A	B	A	B	A	B	A	B	A	B	A	B	A	B		
%	%	%	%	%	%	%	%	%	%	%	%	%	%		
—	—	2	2	—	—	—	—	—	—	—	—	—	—	1	1
66	66	67	67	30	26	33	34	24	31	13	13	10	11	2	
34	34	31	31	35	36	67	66	76	69	86	85	89	87	3	
—	—	—	—	35	38	—	—	—	—	1	2	1	1	4	
93	94	97	97	65	63	74	77	25	31	44	43	41	41	5	
99	99	99	98	96	97	96	96	56	49	95	95	94	96	6	
91	91	94	94	80	78	79	83	43	33	38	40	36	40	7	
7	7	4	3	5	7	6	6	2	3	50	49	53	54	8	
1	1	1	1	11	12	11	7	11	13	7	6	5	2	9	
97	97	98	98	86	88	85	89	21	26	60	63	62	65	10	
64	64	63	63	51	49	41	43	1	1	22	23	13	14	11	
29	29	32	32	1	1	1	1	11	13	35	37	44	45	12	
4	4	3	3	34	38	43	45	9	12	3	3	5	6	13	
33	33	54	54	8	9	11	12	9	11	6	6	6	5	14	
26	26	48	48	5	5	7	7	3	3	1	—	1	—	15	
7	7	6	6	3	4	4	5	6	8	5	6	5	5	16	
48	48	33	33	33	29	27	29	25	30	23	22	24	25	17	
29	29	54	54	34	38	53	55	8	10	50	50	52	52	18	
11	11	2	2	1	1	5	4	1	2	14	15	14	15	19	
8	9	10	10	—	—	—	—	16	—	6	7	5	4	20	
4	3	1	1	32	33	15	12	50	58	7	6	5	4	21	

Table 8 – TRANSPORTATION – Canada – Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Air Transport				Railway Transport			
		Operating Employees		Others		Running Trades		Others	
		A	B	A	A	A	B	A	B
	Paid Statutory Holidays (Cont'd)			%	%	%	%	%	%
	Practice when holiday falls—								
	on a Saturday:								
1	Working day off	26	25	98	98	—	—	9	8
2	Extra day's pay	5	5	1	—	—	—	53	52
3	No recompense	5	7	—	1	—	—	35	36
4	Not specified	64	63	1	1	100	100	3	4
	on a Sunday:								
5	Working day off	33	33	99	98	—	—	32	31
6	Extra day's pay	5	5	1	1	—	—	31	30
7	No recompense	9	11	—	1	—	—	34	36
8	Not specified	53	51	—	—	100	100	3	3
	Pension Plans								
9	Have plan	87	83	97	96	100	100	100	99
10	Employer makes contribution	86	83	96	96	100	100	100	99
11	No contribution or unspecified	1	—	—	1	—	—	—	—
12	No plan	11	13	2	3	—	—	—	1
13	Not specified	2	4	1	1	—	—	—	—
	Group Life Insurance Plans								
14	Have plan	94	90	99	98	4	—	100	99
15	Employer makes contribution	82	79	79	79	4	—	99	99
16	No contribution or unspecified	12	11	20	19	—	—	1	—
17	No plan	5	7	1	1	96	100	—	1
18	Not specified	1	3	—	1	—	—	—	—

Table 8 – TRANSPORTATION – Canada – Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Services Incidental to Water Transportation		Trucking				
Operating Employees		Others		Operating Employees		Others				Operating Employees		Others		
A	B	A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	%	%	
18	18	6	6	—	—	—	—	—	—	18	17	12	12	1
39	39	38	39	14	8	20	21	—	—	11	10	9	8	2
33	33	54	54	64	70	67	69	16	19	26	28	36	39	3
10	10	2	1	22	22	13	10	84	81	45	45	43	41	4
40	40	51	51	3	1	4	4	5	5	47	49	37	39	5
39	39	37	37	17	12	22	23	23	9	20	17	15	14	6
16	16	11	11	63	70	64	66	17	20	23	24	39	39	7
5	5	1	1	17	17	10	7	55	66	10	10	9	8	8
94	94	96	96	39	39	33	35	52	56	13	13	15	15	9
93	94	96	96	36	37	33	35	52	56	12	12	14	15	10
1	—	—	—	3	2	—	—	—	—	1	1	1	—	11
3	3	1	1	51	56	20	16	45	43	59	59	64	65	12
3	3	3	3	10	5	47	49	3	1	28	28	21	20	13
77	77	53	53	81	91	95	95	46	48	83	84	80	80	14
75	75	53	53	81	91	95	95	45	47	76	77	74	74	15
2	2	—	—	—	—	—	—	1	1	7	7	6	6	16
23	23	46	46	7	6	4	4	45	43	12	11	15	15	17
—	—	1	1	12	3	1	1	9	9	5	5	5	5	18

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Concluded -

	Air Transport				Railway Transport			
	Operating Employees		Others		Running Trades		Others	
	A	B	A	B	A	B	A	B
	%	%	%	%	%	%	%	%
Cash Compensation for Wage Loss due to Illness								
1 Have plan	24	24	4	4	4	—	97	97
2 Employer makes contribution	23	22	4	4	4	—	97	97
3 No contribution or unspecified	1	2	—	—	—	—	—	—
4 No plan	68	66	92	92	96	100	3	3
5 Not specified	8	10	4	4	—	—	—	—
Paid Sick Leave								
6 Have paid sick leave	96		98		3		7	
7 (a) As stated condition of employment	44		26		—		—	
8 (b) At management discretion	58		72		3		7	
9 No sick leave	4		2		97		91	
10 Not specified	—		—		—		2	
Shift Policy								
11 Work regularly on a shift basis	69				99		47	
12 Do not work regularly on a shift basis	31				1		53	
13 Not specified	—				—		—	
14 Shift differentials paid	65				—		7	
15 Shift differentials not paid	4				59		40	
16 Not specified	—				40		—	
Collective Agreements								
17 Percentage of reporting units having agreements								
18 Percentage of employees covered by agreements	*	81			*	96		
Survey Coverage	No.	No.	No.	No.	No.	No.	No.	No.
					A		B	
19 Reporting units	51	107	53		37		28	
20 Non-office employees	3,670	3,876	7,836	7,904	29,746	28,672	93,010	88,898

* This figure refers to operating employees and others combined.
52

Table 8 - TRANSPORTATION - Canada - Non-Office Employees

- Concluded -

Urban and Suburban Passenger Transport				Interurban Bus and Coach Transport				Services Incidental to Water Transportation		Trucking				No.
Operating Employees		Others		Operating Employees		Others				Operating Employees		Others		
A	B	A	B	A	B	A	B	A	B	A	B	A	B	No.
%	%	%	%	%	%	%	%	%	%	%	%	%	%	
65	65	61	61	71	78	89	88	35	35	66	67	56	55	1
64	64	61	60	70	78	89	88	35	35	56	55	45	43	2
1	1	-	1	1	-	-	-	-	-	10	12	11	12	3
30	31	35	35	20	22	11	11	52	52	26	26	38	39	4
5	4	4	4	9	-	-	1	13	13	8	7	6	6	5
40		43		9		12		10		18		21		6
38		40		9		6		6		4		4		7
1		3		2		7		5		14		18		8
46		56		81		85		87		80		77		9
14		1		10		3		3		2		2		10
69				54				8		43				11
30				41				60		55				12
1				5				32		2				13
23				44				6		15				14
46				10				1		26				15
-				-				1		2				16
*				*				84		*				17
94				77				95		64				18

No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
47	47	41	41	43	45	34	38	61	52	393	423	296	287	19
11,801	11,749	5,003	4,995	2,334	2,137	890	858	15,077	12,154	14,185	12,562	5,168	4,779	20

* This figure refers to operating employees and others combined.

Table 9. — TRANSPORTATION — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under, Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanations of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-)

No.		Air Transportation		Railway Transportation		Services Incidental to Water Transportation		Trucking		Urban and Suburban Passenger Transportation		Interurban Bus and Coach Transportation	
		A	B	A	B	A	B	A	B	A	B	A	B
	Standard Hours Per Week		%		%		%		%		%		%
1	Under 37½ hours	5	5	1	—	26	27	15	15	47	47	9	8
2	37½ hours	17	16	19	19	27	28	27	28	52	52	62	62
3	Over 37½ hours	78	79	80	81	47	45	58	57	1	1	29	30
4	On a 5-day week	99	98	100	100	47	49	80	80	98	99	81	80
	Vacations With Pay												
5	Two weeks	99	99	100	100	82	81	99	99	99	99	98	99
6	After less than 3 years	99	99	92	92	80	79	88	89	99	99	95	95
7	3 years	—	—	8	8	—	—	7	7	—	—	—	1
8	More than 3 years	—	—	—	—	2	2	4	3	—	—	3	3
9	Three weeks	89	88	100	100	79	78	54	55	99	99	87	87
10	After less than 15 years	12	12	1	1	72	70	23	25	85	85	34	34
11	15 years	77	76	99	99	7	8	25	24	12	12	—	—
12	More than 15 years	—	—	—	—	—	—	6	6	2	2	53	53
13	Four weeks	1	1	99	100	25	24	5	4	32	32	2	2
14	After 25 years	1	1	—	—	21	22	1	—	28	28	—	—
15	Other	—	—	99	100	4	2	4	4	4	4	2	2
	Paid Statutory Holidays												
16	1-7	8	9	99	99	43	42	13	13	1	1	10	12
17	8	88	87	1	1	8	6	49	47	34	33	70	69
18	9	3	3	—	—	12	15	23	25	1	1	12	12
19	More than 9	1	1	—	—	33	32	12	12	64	65	6	6
20	None or not specified	—	—	—	—	4	5	3	3	—	—	2	1
	Practice when holiday falls—												
	on a Saturday:												
21	Working day off	95	94	47	46	23	23	30	30	11	11	12	12
22	Extra day's pay	1	1	36	37	—	—	4	3	3	3	—	—
23	No recompense	3	4	16	16	30	29	43	43	85	85	81	81
24	Not specified	1	1	1	1	47	48	23	24	1	1	7	7
	on a Sunday:												
25	Working day off	97	96	50	48	58	55	50	51	40	40	17	19
26	Extra day's pay	—	—	35	36	2	2	6	5	2	2	—	—
27	No recompense	2	2	15	16	29	29	38	37	57	57	76	76
28	Not specified	1	2	—	—	11	14	6	7	1	1	7	5

Table 9. — TRANSPORTATION — Canada — Office Employee

— Concluded —

No.		Air Transportation		Railway Transportation		Services Incidental to Water Transportation		Trucking		Urban and Suburban Passenger Transportation		Interurban Bus and Coach Transportation	
		A	B	A	B	A	B	A	B	A	B	A	B
	Pension Plans												
31	Have plan	96	94	100	100	92	92	39	40	51	51	82	81
32	Employer makes contribution	95	94	100	100	92	92	38	39	51	51	82	81
33	No contribution or unspecified	1	—	—	—	—	—	1	1	—	—	—	—
34	No plan	4	5	—	—	3	2	45	44	1	1	14	14
35	Not specified	—	1	—	—	5	6	16	16	48	48	4	5
	Group Life Insurance Plans												
36	Have plan	99	97	100	100	84	83	86	87	23	23	93	94
37	Employer makes contribution	83	82	100	100	81	81	85	85	23	23	93	94
38	No contribution or unspecified	16	15	—	—	3	2	1	2	—	—	—	—
39	No plan	1	2	—	—	2	4	10	10	30	30	7	6
40	Not specified	—	1	—	—	14	13	4	3	47	47	—	—
	Cash Compensation for Wage Loss due to Illness												
41	Have plan	10	10	59	59	9	8	59	60	6	6	78	78
42	Employer makes contribution	10	9	59	59	7	7	48	48	6	6	78	78
43	No contribution or unspecified	—	1	—	—	2	1	11	12	—	—	—	—
44	No plan	87	87	40	41	36	37	32	32	92	92	22	21
45	Not specified	3	3	1	—	55	55	9	8	2	2	—	1
	Paid Sick Leave												
46	Have paid sick leave	100		57		98		91		100		77	
47	(a) as stated condition of employment	27		16		37		25		82		4	
48	(b) at management discretion ..	74		57		63		79		18		75	
49	Have no sick leave	—		36		2		8		—		20	
50	Not specified	—		7		—		1		—		3	
	Collective Agreements												
51	Percentage of reporting units having agreements	11		70		8		4		32		19	
52	Percentage of employees covered by agreements	7		63		4		2		35		8	
		No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.	No.
	Survey Coverage												
53	Reporting units	70	107	30	20	62	62	389	398	44	44	37	41
54	Office employees	3,940	3,981	35,894	35,070	1,533	1,504	4,704	4,438	3,863	3,861	759	767

Table 10. — STORAGE — Canada — Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash, (-)

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
		%	%	%	%
Standard Hours Per Week					
1	Under 40 hours	1	1	—	—
2	40 hours.....	53	53	68	70
3	Over 40 hours	46	46	32	30
4	On a 5-day week.....	54	54	77	75
Vacations With Pay					
5	Two weeks	95	95	98	100
6	After less than 3 years	86	86	55	56
7	3 years.....	3	3	37	38
8	More than 3 years	6	6	6	6
9	Three weeks.....	54	53	81	79
10	After less than 15 years	16	16	45	42
11	15 years	30	29	25	24
12	More than 15 years.....	8	8	11	13
13	Four weeks.....	2	2	13	13
14	After 25 years	—	—	12	12
15	Other	2	2	1	1
Paid Statutory Holidays					
16	1 - 7	9	9	25	24
17	8	37	38	24	23
18	9	31	30	27	28
19	More than 9	23	23	24	24
20	None or not specified	—	—	—	1
Practice When Holiday Falls —					
on a Saturday:					
21	Working day off.....	17	17	15	17
22	Extra day's pay	19	18	2	1
23	No recompense.....	53	54	43	40
24	Not specified	11	11	40	42
on a Sunday:					
25	Working day off.....	45	46	24	26
26	Extra day's pay	17	16	8	8
27	No recompense	32	32	44	43
28	Not specified	6	6	24	23

Table 10. - STORAGE - Canada - Non-Office Employees

- Concluded -

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
		%	%	%	%
Pension Plans					
29	Have plan	99	99	45	51
30	Employer makes contribution	98	98	43	49
31	No contribution or unspecified	1	1	2	2
32	No plan	1	1	51	46
33	Not specified	—	—	4	3
Group Life Insurance Plans					
34	Have plan	95	95	73	74
35	Employer makes contribution	91	91	67	68
36	No contribution or unspecified	4	4	6	6
37	No plan	4	4	26	25
38	Not specified	1	1	1	1
Cash Compensation for Wage Loss due to Illness					
39	Have plan	21	20	52	53
40	Employer makes contribution	18	17	45	45
41	No contribution or unspecified	3	3	7	8
42	No plan	69	69	42	41
43	Not specified	10	11	6	6
Paid Sick Leave					
44	Have paid sick leave	82		42	
45	(a) as stated condition of employment	6		27	
46	(b) at management discretion	76		17	
47	Have no sick leave	17		54	
48	Not specified	1		4	
Shift Policy					
49	Work regularly on a shift basis	19		22	
50	Do not work regularly on a shift basis	71		74	
51	Not specified	10		4	
52	Shift differentials paid	19		12	
53	Shift differentials not paid	—		3	
54	Not specified	—		7	
Collective Agreements					
55	Percentage of reporting units having Agreements	58		69	
56	Percentage of employees covered by Agreements	43		61	
		No.	No.	No.	No.
Survey Coverage					
57	Reporting units	57	61	48	46
58	Non-office employees	3,877	3,858	1,678	1,484

Table 11. — STORAGE — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
		%	%	%	%
Standard Hours Per Week					
1	Under 37½ hours	70	70	21	30
2	37½ hours	21	21	50	40
3	Over 37½ hours	9	9	29	30
4	On a 5-day week	93	94	85	87
Vacations With Pay					
5	Two weeks	90	90	97	95
6	After less than 3 years	90	90	88	94
7	3 years	—	—	8	1
8	More than 3 years	—	—	1	—
9	Three weeks	77	76	80	75
10	After less than 15 years	54	53	63	61
11	15 years	23	23	16	12
12	More than 15 years	—	—	1	2
13	Four weeks	12	12	11	11
14	After 25 years	11	11	8	9
15	Other	1	1	3	2
Paid Statutory Holidays					
16	1 - 7	2	2	14	10
17	8	26	27	19	18
18	9	19	18	25	27
19	More than 9	53	53	42	44
20	None or not specified	—	—	—	1
Practice When Holiday Falls—					
on a Saturday:					
21	Working day off	27	26	9	12
22	Extra day's pay	—	—	1	2
23	No recompense	62	63	51	46
24	Not specified	11	11	39	40
on a Sunday:					
25	Working day off	54	54	22	21
26	Extra day's pay	1	1	3	5
27	No recompense	44	44	45	47
28	Not specified	1	1	30	27

Table 11 — STORAGE — Canada — Office Employees

— Concluded —

No.		Grain Elevators		Storage and Warehousing	
		A	B	A	B
		%	%	%	%
Pension Plans					
29	Have plan	100	100	63	65
30	Employer makes contribution	100	99	60	61
31	No contribution or unspecified	—	1	3	4
32	No plan	—	—	33	31
33	Not specified	—	—	4	4
Group Life Insurance Plans					
34	Have plan	97	96	80	79
35	Employer makes contribution	95	94	75	73
36	No contribution or unspecified	2	2	5	6
37	No plan	2	2	20	19
38	Not specified	1	2	—	2
Cash Compensation for Wage Loss due to Illness					
39	Have plan	8	8	52	60
40	Employer makes contribution	6	5	47	53
41	No contribution or unspecified	2	3	5	7
42	No plan	71	71	42	33
43	Not specified	21	21	6	7
Paid Sick Leave					
44	Have paid sick leave	100		95	
45	(a) as stated condition of employment	22		51	
46	(b) at management discretion	82		57	
47	No sick leave	—		5	
48	Not specified	—		—	
Collective Agreements					
49	Percentage of reporting units having Agreements	4		—	
50	Percentage of employees covered by Agreements	9		—	
		No.	No.	No.	No.
51	Reporting units	53	56	46	45
52	Office Employees	931	934	603	447

Table 12. - PUBLIC UTILITIES and COMMUNICATIONS - Canada - Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Electric Power, Gas and Water Utilities		Telephone Communication		Radio and T.V.	
		A	B	A	B	A	B
		%	%	%	%	%	%
Standard Hours Per Week							
1	Under 40 hours	-	-	6	6	10	11
2	40 hours	86	87	91	92	79	78
3	Over 40 hours	14	13	3	2	11	11
4	On a 5-day week	98	98	100	100	77	75
 Vacation With Pay							
5	Two weeks	88	88	85	85	36	38
6	After less than 3 years	81	81	85	85	34	36
7	3 years	5	5	-	-	-	-
8	More than 3 years	2	2	-	-	2	2
9	Three weeks	96	96	97	97	82	80
10	After less than 15 years	60	60	42	42	82	80
11	15 years	19	19	55	55	-	-
12	More than 15 years	17	17	-	-	-	-
13	Four weeks	58	58	76	77	1	1
14	After 25 years	38	38	9	9	-	-
15	Other	20	20	67	68	1	1
 Paid Statutory Holidays							
16	1 - 7	6	6	2	2	12	12
17	8	12	12	55	55	8	8
18	9	47	47	31	31	8	8
19	More than 9	33	33	12	12	63	62
20	None or not specified	2	2	-	-	9	10
 Practice When Holiday Falls -							
on a Saturday:							
21	Working day off	18	17	2	2	8	8
22	Extra day's pay	20	20	9	9	62	60
23	No recompense	58	59	83	83	11	11
24	Not specified	4	4	6	6	19	21
on a Sunday:							
25	Working day off	31	30	83	83	81	79
26	Extra day's pay	17	17	9	9	4	4
27	No recompense	48	49	4	4	9	10
28	Not specified	4	4	4	4	6	7

Table 12. – PUBLIC UTILITIES and COMMUNICATIONS – Canada – Non-Office Employees

– Concluded –

No.		Electric Power, Gas and Water Utilities		Telephone Communications		Radio and T.V.	
		A	B	A	B	A	B
	Pension Plans	%	%	%	%	%	%
29	Have plan	95	96	98	98	83	81
30	Employer makes contribution	92	93	98	98	83	81
31	No contribution or unspecified	3	3	—	—	—	—
32	No plan	3	2	2	2	13	14
33	Not specified	2	2	—	—	4	5
	Group Life Insurance Plans						
34	Have plan	95	95	84	84	94	93
35	Employer makes contribution	91	91	84	84	34	34
36	No contribution or unspecified	4	4	—	—	60	59
37	No plan	1	—	8	8	4	5
38	Not specified	4	5	8	8	2	2
	Cash Compensation for Wage Loss due to Illness						
39	Have plan	31	30	36	36	15	16
40	Employer makes contribution	28	28	36	36	15	16
41	No contribution or unspecified	3	2	—	—	—	—
42	No plan	57	58	63	63	76	75
43	Not specified	12	12	1	1	9	9
	Paid Sick Leave						
44	Have paid sick leave	86		90		98	
45	(a) as stated condition of employment	70		69		74	
46	(b) at management discretion	19		30		28	
47	No sick leave	14		6		1	
48	Not specified	—		4		1	
	Shift Policy						
49	Work regularly on a shift basis	84		96		21	
50	Do not work regularly on a shift basis	15		—		74	
51	Not specified	1		4		5	
52	Shift differentials paid	58		85		—	
53	Shift differentials not paid	25		3		18	
54	Not specified	1		8		3	
	Collective Agreements						
55	Percentage of reporting units having Agreements	75		69		19	
56	Percentage of employees covered by Agreements	75		85		66	
		No.	No.	No.	No.	No.	No.
	Survey Coverage						
57	Reporting units	190	156	52	44	98	125
53	Non-office employees	27,472	26,731	31,220	31,013	5,560	5,722

Table 13. - PUBLIC UTILITIES and COMMUNICATIONS - Canada - Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Electric Power, Gas and Water Utilities		Telephone Communication		Radio and T.V.	
		A	B	A	B	A	B
		%	%	%	%	%	%
Standard Hours Per Week							
1	Under 37½ hours	31	31	2	1	78	76
2	37½ hours	62	63	92	93	2	3
3	Over 37½ hours	7	6	6	6	20	21
4	On a 5-day week	99	100	100	100	82	80
Vacations With Pay							
5	Two weeks	91	91	93	93	31	34
6	After less than 3 years	91	91	93	93	31	34
7	3 years	-	-	-	-	-	-
8	More than 3 years	-	-	-	-	-	-
9	Three weeks	98	98	98	99	83	81
10	After less than 15 years	62	61	19	19	81	79
11	15 years	17	17	79	80	2	2
12	More than 15 years	19	20	-	-	-	-
13	Four weeks	67	68	89	89	4	4
14	After 25 years	46	46	6	5	2	2
15	Other	21	22	83	84	2	2
Paid Statutory Holidays							
16	1 - 7	5	5	-	-	6	8
17	8	5	5	79	79	11	11
18	9	51	51	7	7	9	9
19	More than 9	39	39	14	14	71	68
20	None or not specified	-	-	-	-	3	4
Practice When Holiday Falls -							
on a Saturday:							
21	Working day off	19	19	1	1	10	10
22	Extra day's pay	5	5	2	2	-	-
23	No recompense	74	74	95	95	11	12
24	Not specified	2	2	2	2	79	78
on a Sunday:							
25	Working day off	32	32	92	92	19	20
26	Extra day's pay	5	5	2	2	2	1
27	No recompense	61	61	4	4	10	12
28	Not specified	2	2	2	2	69	67

Table 13. - PUBLIC UTILITIES and COMMUNICATIONS - Canada - Office Employees

- Concluded -

No.		Electric Power, Gas and Water Utilities		Telephone Communication		Radio and T.V.	
		A	B	A	B	A	B
Pension Plans							
29	Have plan	98	99	100	100	86	83
30	Employer makes contribution	97	97	100	100	86	83
31	No contribution or unspecified	1	2	—	—	—	—
32	No plan	1	1	—	—	8	9
33	Not specified	1	—	—	—	6	8
 Group Life Insurance Plans							
34	Have plan	99	99	90	90	93	91
35	Employer makes contribution	97	97	90	90	27	28
36	No contribution or unspecified	2	2	—	—	66	63
37	No plan	—	—	5	5	3	4
38	Not specified	1	1	5	5	4	5
 Cash Compensation for Wage Loss due to Illness							
39	Have plan	24	23	16	16	12	13
40	Employer makes contribution	21	20	16	16	11	11
41	No contribution or unspecified	3	3	—	—	1	2
42	No plan	64	65	84	84	78	76
43	Not specified	12	12	—	—	10	11
 Paid Sick Leave							
44	Have paid sick leave	92		96		99	
45	(a) as stated condition of employment	78		87		79	
46	(b) at management discretion	17		15		23	
47	No sick leave	8		2		—	
48	Not specified	—		2		1	
 Collective Agreements							
49	Percentage of reporting units having Agreements	33		62		12	
50	Percentage of employees covered by Agreements	36		54		37	
		No.	No.	No.	No.	No.	No.
51	Survey Coverage	174	139	53	45	109	146
52	Reporting units	18,700	18,405	21,460	21,382	5,702	5,936

Table 14. — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Municipal Public Works Departments	
		A	B
	Standard Hours Per Week	%	%
1	Under 40 hours	—	—
2	40 hours	85	85
3	Over 40 hours	15	15
4	On a 5-day week	88	87
	 Vacations With Pay		
5	Two weeks	95	95
6	After less than 3 years	83	83
7	3 years	7	7
8	More than 3 years	5	5
9	Three weeks	96	96
10	After less than 15 years	73	74
11	15 years	21	20
12	More than 15 years	2	2
13	Four weeks	46	46
14	After 25 years	23	23
15	Other	23	23
	 Paid Statutory Holidays		
16	1 - 7	2	2
17	8	9	9
18	9	16	16
19	More than 9	72	72
20	None or not specified	1	1
	 Practice When Holiday Falls—		
	on a Saturday:		
21	Working day off	21	21
22	Extra day's pay	9	9
23	No recompense	50	50
24	Not specified	20	20
	on a Sunday:		
25	Working day off	38	38
26	Extra day's pay	11	11
27	No recompense	39	39
28	Not specified	12	12

Table 14. — MUNICIPAL PUBLIC WORKS DEPARTMENTS — Canada — Non-Office Employees

No.		Municipal Public Works Departments	
		A	B
	Pension Plans	%	%
29	Have plan	96	96
30	Employer makes contribution	95	95
31	No contribution or unspecified	1	1
32	No plan	3	3
33	Not specified	1	1
	Group Life Insurance Plans		
34	Have plan	64	64
35	Employer makes contribution	59	59
36	No contribution or unspecified	5	5
37	No plan	25	25
38	Not specified	11	11
	Cash Compensation for Wage Loss due to Illness		
39	Have plan	32	32
40	Employer makes contribution	30	30
41	No contribution or unspecified	2	2
42	No plan	44	44
43	Not specified	24	24
	Paid Sick Leave		
44	Have paid sick leave	83	
45	(a) as stated condition of employment	79	
46	(b) at management discretion	4	
47	No sick leave	14	
48	Not specified	3	
	Shift Policy		
49	Work regularly on a shift basis	64	
50	Do not work regularly on a shift basis	25	
51	Not specified	11	
52	Shift differentials paid	45	
53	Shift differentials not paid	12	
54	Not specified	7	
	Collective Agreement		
55	Percentage of reporting units having Agreements	78	
56	Percentage of employees covered by Agreements	88	
		No.	No.
	Survey Coverage		
57	Reporting units	168	173
58	Non-office employees	22,645	22,644

Table 15. — MUNICIPAL WORKS DEPARTMENTS — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Municipal Public Works Departments	
		A	B
Standard Hours Per Week			
1	Under 37½ hours	88	88
2	37½ hours	7	7
3	Over 37½ hours	5	5
4	On a 5-day week	98	98
Vacations With Pay			
5	Two weeks	99	99
6	After less than 3 years	98	98
7	3 years	—	—
8	More than 3 years	1	1
9	Three weeks	97	97
10	After less than 15 years	83	83
11	15 years	13	13
12	More than 15 years	1	1
13	Four weeks	79	79
14	After 25 years	48	48
15	Other	31	31
Paid Statutory Holidays			
16	1 - 7	—	—
17	8	3	3
18	9	7	7
19	More than 9	89	89
20	None or not specified	1	1
Practice When Holiday Falls—			
on a Saturday:			
21	Working day off	35	35
22	Extra day's pay	2	2
23	No recompense	36	36
24	Not specified	27	27
on a Sunday:			
25	Working day off	53	53
26	Extra day's pay	1	1
27	No recompense	18	18
28	Not specified	28	28

Table 15. — MUNICIPAL WORKS DEPARTMENTS — Canada — Office Employees

— Concluded —

No.		Municipal Public Works Department	
		A	B
		%	%
Pension Plans			
29	Have plan	98	98
30	Employer makes contribution	98	97
31	No contribution or unspecified	—	1
32	No plan	1	2
33	Not specified	1	—
Group Life Insurance Plans			
34	Have plan	62	62
35	Employer makes contribution	50	50
36	No contribution or unspecified	12	12
37	No plan	37	37
38	Not specified	1	1
Cash Compensation for Wage Loss due to Illness			
39	Have plan	17	17
40	Employer makes contribution	16	16
41	No contribution or unspecified	1	1
42	No plan	68	68
43	Not specified	15	15
Paid Sick Leave			
44	Have paid sick leave	98	
45	(a) as stated condition of employment.....	93	
46	(b) at management discretion	6	
47	No sick leave.....	2	
48	Not specified		
Collective Agreements			
49	Percentage of reporting units having Agreements	43	
50	Percentage of employees covered by Agreements	82	
		No.	No.
Survey Coverage			
51	Reporting units	151	158
52	Office Employees	9,484	9,514

Table 16. — SERVICE — Canada — Non-Office Employees

— Concluded —

No.		Hotels		Restaurants		Laundries and Dry Cleaning	
		A	B	A	B	A	B
		%	%	%	%	%	%
Standard Hours Per Week							
1	Under 40 hours	—	—	5	6	2	2
2	40 hours	40	51	19	21	31	31
3	Over 40 hours	59	49	75	73	67	67
4	On a 5-day week	41	49	26	28	67	72
 Vacations With Pay							
5	Two weeks	90	93	75	81	73	80
6	After less than 3 years	68	69	56	61	27	28
7	3 years	17	20	6	7	19	24
8	More than 3 years	5	4	13	13	27	28
9	Three weeks	46	57	27	35	29	36
10	After less than 15 years	16	15	19	24	9	11
11	15 years	30	42	—	—	11	14
12	More than 15 years	—	—	8	11	9	11
13	Four weeks	2	2	14	21	2	3
14	After 25 years	—	—	6	9	2	3
15	Other	2	2	8	12	—	—
 Paid Statutory Holidays							
16	1 - 7	62	70	43	46	40	40
17	8	13	12	9	7	24	23
18	9	7	6	6	9	17	21
19	More than 9	2	1	4	5	3	3
20	None or not specified	16	11	38	33	16	13
 Practice when holiday falls—							
on a Saturday:							
21	Working day off	23	30	4	4	12	9
22	Extra day's pay	6	7	5	7	8	8
23	No recompense	18	18	23	20	42	48
24	Not specified	53	45	68	69	38	35
on a Sunday:							
25	Working day off	38	46	17	17	29	28
26	Extra day's pay	17	14	10	11	12	12
27	No recompense	19	19	22	20	36	37
28	Not specified	26	21	51	52	23	23

Table 16. – SERVICE – Canada – Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B, see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash –

No.		Hotels		Restaurants		Laundries and Dry Cleaning	
		A	B	A	B	A	B
		%	%	%	%	%	%
Pension Plans							
29	Have plan	38	52	32	46	16	20
30	Employer makes contribution	36	49	31	45	13	16
31	No contribution or unspecified	2	3	1	1	3	4
32	No plan	41	29	48	41	62	60
33	Not specified	21	19	20	13	22	20
Group Life Insurance Plans							
34	Have plan	69	79	46	55	57	61
35	Employer makes contribution	67	78	43	53	48	51
36	No contribution or unspecified	2	1	3	2	9	10
37	No plan	22	16	39	33	29	23
38	Not specified	9	5	15	12	14	16
Cash Compensation for Wage Loss due to Illness							
39	Have plan	56	61	17	16	40	42
40	Employer makes contribution	54	59	15	15	35	37
41	No contribution or unspecified	2	2	2	1	5	5
42	No plan	28	23	61	66	39	36
43	Not specified	16	16	22	18	21	22
Paid Sick Leave							
44	Have paid sick leave	52		61		49	
45	as stated condition of employment	14		9		7	
46	at management discretion	41		57		44	
47	Have no sick leave	43		33		49	
48	Not specified	5		6		2	
Shift Policy							
49	Work regularly on a shift basis	79		56		5	
50	Do not regularly on a shift basis	19		40		65	
51	Not specified	2		4		30	
52	Shift differentials paid	4		8		2	
53	Shift differentials not paid	74		45		2	
54	Not specified	1		3		1	
Collective Agreements							
55	Percentage of reporting units having Agreements	46		11		18	
56	Percentage of employees covered by Agreements	54		10		23	
		No.	No.	No.	No.	No.	No.
57	Reporting units	370	185	417	252	282	155
58	Non-office employees	21,833	14,721	17,598	11,415	14,138	10,322

Table 17. — TRADE — Canada — Non-Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (-).

No.		Wholesale Trade	Retail Trade			
			Sales Employees		Others (1)	
			A	B	A	B
	Standard Hours Per Week		%	%	%	%
1	Under 40 hours	8	7	13	15	12
2	40 hours	46	54	36	40	52
3	Over 40 hours	45	39	51	45	36
4	On a 5-day week	70	73	67	75	69
	Vacations With Pay					
5	Two weeks	94	98	97	99	93
6	After less than 3 years	79	84	94	98	85
7	3 years	5	6	1	—	1
8	More than 3 years	10	8	2	1	7
9	Three weeks	57	67	79	89	72
10	After less than 15 years	27	31	48	54	55
11	15 years	20	23	27	30	12
12	More than 15 years	10	13	4	5	5
13	Four weeks	18	23	48	56	56
14	After 25 years	7	8	18	21	24
15	Other	11	15	30	35	32
	Paid Statutory Holidays					
16	1 - 7	18	16	15	12	18
17	8	27	26	21	21	23
18	9	33	38	38	40	34
19	More than 9	13	14	14	16	16
20	None or not specified	9	6	12	11	9
	Practice When Holiday Falls—					
	on a Saturday:					
21	Working day off	25	26	30	35	38
22	Extra day's pay	7	7	9	10	3
23	No recompense	44	45	21	19	27
24	Not specified	24	22	40	36	32
	on a Sunday:					
25	Working day off	44	47	55	60	63
26	Extra day's pay	7	7	1	1	2
27	No recompense	35	33	30	28	22
28	Not specified	14	13	14	11	13

(1) Non-office employees other than sales staff.

Table 17. - TRADE - Canada - Non-Office Employees

- Concluded -

No.		Wholesale Trade	Retail Trade				
			Sales Employees		Others (1)		
			A %	B %	A %	B %	
Pension Plans							
29	Have plan	68	79	75	83	69	82
30	Employer makes contribution	66	77	73	81	68	80
31	No contribution or unspecified	2	2	2	2	1	2
32	No plan	24	17	15	11	19	12
33	Not specified	8	4	10	6	12	6
Group Life Insurance Plans							
34	Have plan	84	88	77	81	84	85
35	Employer makes contribution	75	79	68	70	76	77
36	No contribution or unspecified	9	9	9	11	8	8
37	No plan	10	7	17	16	12	12
38	Not specified	6	5	6	3	4	3
Cash Compensation for Wage Loss due to Illness							
39	Have plan	42	42	28	26	26	17
40	Employer makes contribution	36	34	25	23	24	16
41	No contribution or unspecified	6	8	3	3	2	1
42	No plan	41	44	60	65	62	73
43	Not specified	17	14	12	9	12	10
Paid Sick Leave							
44	Have paid sick leave	77		92		85	
45	(a) as stated condition of employment	34		46		41	
46	(b) at management discretion	47		51		47	
47	No sick leave	21		6		12	
48	Not specified	2		2		3	
Shift Policy *							
49	Work regularly on a shift basis	17					
50	Do not work regularly on a shift basis	79					
51	Not specified	4					
52	Shift differentials paid	15					
53	Shift differentials not paid	2					
54	Not specified	—					
Collective Agreements							
55	Percentage of reporting units having Agreements	19		9**			
56	Percentage of employees covered by Agreements	21		20**			
Survey Coverage							
57	Reporting units	1,635	1,051	2,110	1,318	1,501	902
58	Non-office employees	45,353	30,979	89,894	75,826	51,967	40,527

(1) Non-office employees other than sales staff.

* Shift Policy not covered in Retail Trade.

** Sales employees and others combined.

Table 18. — TRADE — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Wholesale Trade		Retail Trade	
		A	B	A	B
		%	%	%	%
Standard Hours Per Week					
1	Under 37½ hours	27	26	8	6
2	37½ hours	36	38	18	19
3	Over 37½ hours	37	36	74	75
4	On a 5-day week	90	91	83	89
Vacations With Pay					
5	Two weeks	99	99	98	99
6	After less than 3 years	96	98	95	98
7	3 years	1	—	1	—
8	More than 3 years	2	1	2	1
9	Three weeks	77	84	80	89
10	After less than 15 years	39	43	61	68
11	15 years	28	30	14	16
12	More than 15 years	10	11	5	5
13	Four weeks	32	38	61	71
14	After 25 years	14	16	24	28
15	Other	18	22	37	43
Paid Statutory Holidays					
16	1 - 7	13	10	13	11
17	8	39	40	23	23
18	9	34	35	43	45
19	More than 9	10	11	17	18
20	None or not specified	4	4	4	3
Practice When Holiday Falls—					
on a Saturday:					
21	Working day off	40	38	44	48
22	Extra day's pay	1	—	2	1
23	No recompense	46	49	24	23
24	Not specified	13	13	30	28
on a Sunday:					
25	Working day off	58	60	67	72
26	Extra day's pay	1	—	1	—
27	No recompense	31	30	20	18
28	Not specified	10	10	12	10

Table 18. — TRADE — Canada — Office Employees

— Concluded —

No.		Wholesale Trade		Retail Trade	
		A %	B %	A %	B %
	Pension Plans				
29	Have plan	83	90	78	86
30	Employer makes contribution	81	87	75	84
31	No contribution or unspecified	2	3	3	2
32	No plan	12	8	15	10
33	Not specified	5	2	7	4
	Group Life Insurance Plans				
34	Have plan	93	95	87	90
35	Employer makes contribution	82	84	78	79
36	No contribution or unspecified	11	11	9	11
37	No plan	4	2	9	8
38	Not specified	3	3	4	2
	Cash Compensation for Wage Loss due to Illness				
39	Have plan	36	36	21	16
40	Employer makes contribution	29	28	20	15
41	No contribution or unspecified	7	8	1	1
42	No plan	50	52	66	72
43	Not specified	14	12	13	12
	Paid Sick Leave				
44	Have paid sick leave	97		94	
45	(a) as stated condition of employment	47		57	
46	(b) at management discretion	56		42	
47	No sick leave	2		4	
48	Not specified	1		2	
	Collective Agreements				
49	Percentage of reporting units having Agreements	3		2	
50	Percentage of employees covered by Agreements	3		2	
		No.	No.	No.	No.
	Survey Coverage				
51	Reporting units	1,776	1,178	1,832	1,068
52	Office Employees	43,267	32,823	31,354	26,568

Table 19. — FINANCE and INSURANCE — Canada — Office Employees

All percentages in this table (with the exception of that dealing with reporting units under Collective Agreements) are proportions of the numbers of employees given under Survey Coverage at the end of each column. For explanation of Cols. A and B see Technical Notes, paragraph 5. Percentages of less than 0.5 are designated by a dash (—).

No.		Banks		Life Insurance		Non-Life Insurance		Investment and Loan	
		A	B	A	B	A	B	A	B*
	Standard Hours Per Week		%	%	%	%	%	%	%
1	Under 37½ hours	52	52	64	63	78	73	55	
2	37½ hours	2	2	35	37	16	25	17	
3	Over 37½ hours	46	46	1	—	6	2	27	
4	On a 5-day week	100	100	100	100	95	100	82	
	Vacations With Pay								
5	Two weeks	98	98	100	100	99	99	97	
6	After less than 3 years	98	98	100	100	99	99	96	
7	3 years	—	—	—	—	—	—	—	
8	More than 3 years	—	—	—	—	—	—	1	
9	Three weeks	99	100	98	99	94	100	94	
10	After less than 15 years	3	2	25	26	36	50	71	
11	15 years	69	70	70	73	35	39	20	
12	More than 15 years	27	28	3	—	23	11	3	
13	Four weeks	1	—	75	84	43	36	39	
14	After 25 years	—	—	58	66	22	26	10	
15	Other	1	—	17	18	21	10	29	
	Paid Statutory Holidays								
16	1 - 7	—	—	13	15	20	15	14	
17	8	3	3	24	25	38	47	27	
18	9	43	44	21	15	23	22	32	
19	More than 9	54	53	42	45	13	16	18	
20	None or not specified	—	—	—	—	6	—	9	
	Practice When Holiday Falls—								
	on a Saturday:								
21	Working day off	1	1	31	27	34	36	31	
22	Extra day's pay	—	—	—	—	—	—	1	
23	No recompense	72	72	61	64	47	42	41	
24	Not specified	27	27	8	9	19	22	27	
	on a Sunday:								
25	Working day off	12	13	69	70	54	46	49	
26	Extra day's pay	—	—	—	—	—	—	—	
27	No recompense	61	60	31	30	38	44	40	
28	Not specified	27	27	—	—	8	10	11	

* Investment and Loan not covered before 1959.

Table 19. - FINANCE and INSURANCE - Canada - Office Employees

- Concluded -

No.		Banks		Life Insurance		Non-Life Insurance		Investment and Loan	
		A	B	A	B	A	B	A	B*
Pension Plans									
29	Have plan	100	100	100	100	93	100	90	
30	Employer makes contribution	100	100	100	100	84	93	90	
31	No contribution or unspecified	—	—	—	—	9	7	—	
32	No plan	—	—	—	—	4	—	5	
33	Not specified	—	—	—	—	3	—	5	
Group Life Insurance Plans									
	Have plan	100	100	99	99	80	87	96	
35	Employer makes contribution	100	100	83	81	74	73	95	
36	No contribution or unspecified.....	—	—	16	18	6	14	1	
37	No plan	—	—	1	1	16	13	1	
38	Not specified	—	—	—	—	4	—	3	
Cash Compensation for Wage Loss due to Illness									
39	Have plan	3	3	28	31	11	1	10	
40	Employer makes contribution	3	3	20	21	5	—	9	
41	No contribution or unspecified	—	—	8	10	6	1	1	
42	No plan	72	73	59	61	68	89	66	
43	Not specified	25	24	13	8	21	10	24	
Paid Sick Leave									
44	Have paid sick leave	100		86		100		99	
45	(a) as stated condition of employment...	32		34		28		35	
46	(b) at management discretion	68		55		76		76	
47	No sick leave	—		9		—		—	
48	Not specified	—		5		—		1	
Collective Agreements									
49	Percentage of reporting units having Agreements	—		3		—		—	
50	Percentage of employees covered by Agreements	—		1		—		—	
		No.	No.	No.	No.	No.	No.	No.	No.
51	Reporting Units	22	11	79	27	162	14	548	
52	Office Employees	60,249	59,103	14,714	12,812	8,952	2,196	18,634	

* Investment and Loan not covered before 1959.

CONFIDENTIAL

SURVEY OF WORKING CONDITIONS, APRIL 1, 1959
 Conducted by
Economics and Research Branch, Canadian Department of Labour

1. Specific Activities of this Establishment in order of greatest importance by value of product or service.

(1).....
 (2).....

2. Number of Employees on Payroll -

Please state number as of April 1, or last preceding pay day, unless abnormal circumstances prevailed, such as strikes, temporary shutdowns, etc., in which case report as for last preceding normal date. Report only those employees working in this establishment.

Non-office Employees 5Office Employees 5

3. Standard Work Week -

Please state the length of the standard work week for the majority of your employees:

By standard work week is meant the number of hours and days per week after which your employees would be considered as working overtime. If your establishment is at present working overtime or short time do not report this as the standard work week. Please give the standard work week for the majority of your employees, not for any particular section or department of your establishment. Please indicate the "Number of days" as 5, 5½, 6, etc.

Non-office Employees: Number of days per week 2Number of hours per week 3Office Employees: Number of days per week 2Number of hours per week 3

4. Paid Statutory Holidays -

(1) Please indicate the number of paid statutory holidays per year.

Those days when your employees do not normally work because of federal, provincial or municipal holidays, or regularly observed religious holidays.

Non-office Employees: Number of paid holidays 2Office Employees: Number of paid holidays 2

(2) Please check appropriate boxes to indicate the practice followed when a paid statutory holiday falls on a Saturday or Sunday:

Saturday		Sunday	
Non-office	Office	Non-office	Office
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

(1) A working day off instead of the holiday

(2) An extra day's pay instead of a paid working day off

(3) No recompense

SURVEY OF WORKING CONDITIONS, APRIL 1, 1959

5. Annual Vacations with Pay -

Please state the number of years of service required for employees to qualify for paid vacations of the lengths shown below:

Non-office Employees:

Paid Vacations of	Years of Service Required
1 week	2
2 weeks	2
3 weeks	2
4 weeks	2

Office Employees:

Paid Vacations of	Years of Service Required
1 week	2
2 weeks	2
3 weeks	2
4 weeks	2

6. Pension and Insurance Plans -

Please indicate which, if any, of the following plans are in effect in your establishment.

(1) Pension Plan
 (2) Group Life Insurance
 (3) Insurance providing cash compensation for wage loss due to illness

	Non-office Employees				Office Employees			
	Plan in effect		Employer contributes to premium		Plan in effect		Employer contributes to premium	
	Yes	No	Yes	No	Yes	No	Yes	No
(1) Pension Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(2) Group Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
(3) Insurance providing cash compensation for wage loss due to illness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7. Paid Sick Leave * -

Do you continue wage or salary payments to employees who are absent due to illness:

(a) as a stated condition of employment?

Non-office Employees: Yes No
 Office Employees: Yes No

(b) at management discretion?

Non-office Employees: Yes No
 Office Employees: Yes No

* Insurance plans described in (3) of Question 6 should not be reported under sick leave.

SURVEY OF WORKING CONDITIONS, APRIL 1, 1959

8. Shift Policy -

Do any of your employees, excluding maintenance and custodial staff, regularly work on a shift basis?

Yes No

(a) If yes:

How many employees worked, as of April 1 (See note to Question 2)

the evening shift?
the night shift? Yes No

(b) Are shift differentials or premiums paid?

(c) Which type of differential or premium is the most common in your establishment?

(1) Cents per hour

(2) Percentage of regular rate

(3) Time differential (e.g., 8 hours pay for 7½ hours work)

(4) Other

(d) If your differential or premium policy falls under (c) (1) or (c) (2), please indicate below, the size of such differentials:

	Cents per Hour	Percentage of Regular Rate
Evening shift	<input style="width: 40px;" type="text"/>	<input style="width: 40px;" type="text"/>
Night shift	<input style="width: 40px;" type="text"/>	<input style="width: 40px;" type="text"/>

9. Collective Agreements -

Yes No

(1) Have you a written collective agreement or agreements with a union(s) or other organization(s) representing your employees?

(2) If "Yes", please complete the following for each agreement, indicating the number in your establishment (including non-union employees) to whom the agreement applies at the present time.

Even though you may have previously advised this Department of your agreements, the information below will enable us to ascertain whether or not our records are up-to-date.

Names of Unions or Employees' Organizations Party to the Agreements			Employees Covered	
Local No.	Name of Union	Affiliation	Non-office (Number)	Office (Number)

Please return at the earliest possible date to the Economics and Research Branch, Department of Labour, Ottawa.
The blue copy is to be retained for your own records.

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